

TUCSON UNIFIED <small>SCHOOL DISTRICT</small> POLICY REGULATION	REGULATION TITLE: Evaluation of Certificated Teachers
	CODE: GCO-R1

Teacher Evaluation Incentives/Protections

INCENTIVES

Teachers in the highest performance classification may be granted the following incentives:

Teachers Classified as “Highly Effective”	Teachers classified as either “Effective” or “Highly Effective”
May be offered a multi-year contract not to exceed 3 years	301 pay for performance (outlined in the 301 plan)
301 pay for performance (outlined in the 301 plan)	District Recognition (e.g. certificate, mention in district publication, reception)
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A teacher may decline a multi-year contract offer in favor of a one year contract.

PROTECTIONS

Incentives for teachers in the two highest performance classifications to work at schools designated in the lowest category as defined by the state (or current ADE school rating/labeling system equivalent to the D or F designation) or Racially concentrated schools	Protections for teachers transferred to schools designated in the lowest category as defined by the state and/or if the principal of the school is designated in the lowest performance classification
Employment will remain in place and no adverse employment action taken student achievement or if the principal is rated as ineffective.	Employment will remain in place and no adverse employment action taken student achievement or if the principal is rated as ineffective
Not Subject to DIT or RIF	Not Subject to DIT or RIF
Have the higher of the student growth points used in the evaluation calculation for the first year of the transfer.	Have the higher of the student growth points used year of the transfer in the evaluation calculation for the first

Nothing in this regulation will restrict the list ability to terminate employment for cause.	Nothing in this regulation will restrict the list ability to terminate employment for cause.
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The protections will remain in place for as long as the school receives a label in the lowest category as defined by the state.

Initiated: April 29, 2016 Friday Report
Reviewed:
Reviewed:

Legal Ref: A.R.S 15-537