

Evaluation Plan Development Process & Committee Members

In response to the Performance Evaluation Reform Act (PERA) legislation, a joint committee was formed with equal members of the UTEA and UTHS Administration. The committee worked together to develop the original evaluation plan in accordance with state statutes and the goal of on-going improvement of teacher professional practice.

Evaluation Joint Committee Members (2013):

Darla Austin
Carl Johnson
Kai Killam
Jay Morrow
Anthony Ragona
Holly Schou
Terri VandeWiele
Jennifer Webster

Beginning in the 2015-2016 school year, multiple measures of student growth must be incorporated as a “significant factor” in teacher evaluation. In response, the joint committee reconvened and developed a plan to incorporate student growth into teacher evaluation.

Evaluation Joint Committee Members (2015):

Darla Austin
Marty Golby
Carl Johnson
Kai Killam
Jay Morrow
Michelle Pustelnik
Anthony Ragona
Terri VandeWiele

Evaluation Joint Committee Members (2017)

Darla Austin
David Hochgesang
Carl Johnson
Jackie Leach
Shannon Miller
Jay Morrow

Michelle Pustelnik
Anthony Ragona

Beginning with the 2019-2020 school year the evaluation plan needed to reflect language for an appeal process. The joint committee met, wrote, agreed to, and signed MOU language to be implemented in the 2020-2021 school year. This language will be reflected in future collective bargaining agreements and placed in the evaluation document moving forward.

Evaluation Joint Committee Members (2019)

Matt Hutchins
Kai Killam
Jackie Leach
Shannon Miller
Michelle Pustelnik
Brian Schou
Holly Schou
Matt Wright

Evaluation Joint Committee Members (2022)

Matt Hutchins
Kai Killam
Jackie Leach
Shannon Miller
Michelle Pustelnik
Brian Schou
Holly Schou
Matt Wright

In 2022-2023 an addendum was made to the evaluation document to reflect a formalized pre-conference checklist. It is Addendum A at the end of this document.

Evaluation Joint Committee Members (2024)

David Hochgesang

Morgan Enburg

Kai Killam

Jackie Leach

Shannon Miller

Matt Wright

In 2024-2025 the pre-conference checklist was updated to include checking for hall pass procedures. A post-conference checklist was added as an addendum. The post-conference checklist, like the pre-conference checklist, is intended to create consistency in things talked about in the pre-conference and post-conference meetings.

Evaluation Joint Committee Members (2025)

David Hochgesang

Morgan Enburg

Kai Killam

Jackie Leach

Shannon Miller

Matt Wright

In 2025-2026 the Student Growth portion of the evaluation process was removed as per Public Act 104-0020. Evaluation rubric was added for the position of school psychologist. Addendum C