

4. Uniformity of Evaluations

Evaluation criteria and procedures contained in the "River Trails School District 26 Teacher Evaluation Plan" and the "Evaluation of Educational Support Personnel" instrument shall be applied uniformly throughout the District. Deviations shall nullify an evaluation; another evaluation shall be initiated. Such deviations shall be considered a direct violation of this Agreement.

5. Modification of Evaluation Plans

Any changes to the District's evaluation plans for certified and non-certified employees shall be developed jointly, exclusive of the negotiation process, by a committee representing the RTEA, administration and Board. Changes shall be subject to ratification by the parties to the Agreement.

B. Teacher Evaluation

1. Evaluation Instrument

The Board, Administration and Association will continue to collaborate to develop a teacher evaluation plan consistent with the requirements of the Illinois School Code.

2. Required Conferences

All written evaluations must be discussed with the teacher and the summative evaluation signed electronically. The teacher's electronic signature shall signify receipt of the document, not necessarily agreement with its content.

3. Right to Rebut

A teacher who disagrees with an evaluation or wishes to make a comment about the evaluation has the right to respond in writing. The response shall be attached to the evaluation report and shall be included in the teacher's personnel file. Access to the entire report, including all attached materials, shall be given to the teacher.

C. ESP Evaluation

1. Timeline

- a. Evaluators of ESP shall evaluate all ESP twice annually.
- b. Evaluators of ESP shall evaluate probationary ESP at least twice during the probationary period.
 - i. The probationary period is defined as one year from the first workday duties