



**FOREST LAKE AREA SCHOOLS
FOREST LAKE, MN 55025**

May 15, 2014

AGENDA ITEM: 4.2

**TOPIC: APPROVAL OF TEACHER DEVELOPMENT AND
EVALUATION PLAN**

BACKGROUND: Minnesota Statutes, sections 122A.40 and 122A.41 define requirements for teacher evaluation. A school board and an exclusive representative of the teachers (“union” or “teacher’s union”) must “develop a teacher evaluation and peer review process for probationary and continuing contract teachers through joint agreement.” Districts must begin evaluating teachers in school year 2014- 2015.

PROCESS: A committee consisting of representation from administration and FLEA has been meeting to create a plan and process that fulfill the Minnesota Statutes for teacher evaluation. The draft Teacher Development and Evaluation (TDE) plan that is before the board has been created to capitalize on the approved Q-Comp plan that will begin next year. The Q-Comp plan that was approved last spring was written to incorporate as much language as possible from the teacher evaluation statutes. The TDE plan adds in the other teacher evaluation requirements as set forth in statute. The committee has worked for the last 4 months and various members have attended state implementation meetings, visited with other districts to discuss their process, and worked to create the draft plan that is being shared with the School Board and the FLEA membership. Both groups need to approve the plan prior to the start of the 2014-15 school year. Without agreement on a local plan, the district will default to the state created plan for implementation during the 2014-15 school year.

RECOMMENDATION: Approval of the draft version of the Teacher Development and Evaluation Plan created for Forest Lake Area Schools.