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Evaluation

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Evaluation Outcomes

Achievement units

Under the current [contract](#) between City Schools and the BTU, teachers are awarded Achievement Units (AUs) based on the results of their annual performance evaluation. As teachers earn more AUs, they advance along their career pathway and earn salary increases. Teachers will continue to receive AUs for their effectiveness ratings, but the number has been adjusted because of the new rating scale. The district and union agreed to the following formula for awarding AUs, based on teachers' year-end effectiveness rating.

Final (year-end) Effectiveness Rating	No. of AUs Awarded
Highly effective	12
Effective	9
Developing	3
Ineffective	0

Additionally, teachers will continue to receive AUs through other means, such as professional development and contributions to student learning and to their colleagues, school and the district.

Professional development

The Teacher Effectiveness Evaluation is designed to improve the professional practices of City Schools teachers. During the 2014–15 school year, teachers will receive feedback based on the evaluation measures, and will have significant opportunities for school-based and systemic professional development. These include AU-bearing professional development on the key actions of the Teach domain of the [Instructional Framework](#), videos of best practices, exemplar lessons and other resources. With your feedback, program and training sessions are continually being developed, so check back often for the latest professional developmental [support](#).

Performance improvement plan

City Schools' performance improvement plan (PIP) is designed to help employees and supervisors determine areas for improvement and document the improvement process. An evaluating supervisor can place an employee on a PIP at any time when an area for improvement is noted. While the PIP should reflect consensus between the employee and supervisor, in cases where significant disagreement arises, the decision of the supervisor carries.

Appeals

If a teacher receives an overall effectiveness rating of Ineffective, City Schools must, at a minimum, offer that teacher (if he or she is certificated) a meaningful appeal process in accordance with Education Article, § 4-205(c)(4), Annotated Code of Maryland. The burden of proof is on the teacher appealing the rating.