

Five-Year Evaluation Cycle Agreement

FACT SHEET

California Education Code allows teachers and principals to enter into a teacher into a five-year evaluation cycle agreement, as long as the teacher meets the criteria described below.

During the Intent to Evaluate window, HR will provide to principals and department heads all teachers on and/or eligible for a five-year evaluation cycle agreement.

Who?

Teachers who have at least ten (10) consecutive years teaching in Fresno Unified School District.

What?

The five-year evaluation cycle agreement is an agreement made between the teacher and the principal. It requires an evaluation cycle at least once during a five year time period.

When?

The five-year evaluation cycle agreement may be entered into at any time. The most common time to enter into a five-year evaluation cycle is at the conclusion of an eval cycle, or, during the intent to evaluate window at the start of the school year.

Why?

To allow permanent teachers who meet criteria and when both teacher and principal agree, to move to a five-year evaluation cycle vs. a two-year evaluation cycle.

What Happens If My Principal Denies My Requests For a Five-Year Evaluation Cycle?

Upon request, your principal will provide in writing the reason(s) the five-year evaluation cycle was denied, within fifteen (15) work days of the request. The decision to deny must be made on an individualized basis, with a focus on the teacher's skillsets and abilities in relation to the CSTPs.

At-a-Glance

How Do I Get a Five-Year Evaluation Cycle?

- Make the request with your principal and if principal agrees,
- Must meet the criteria below, and
- Must complete the 5-year cycle agreement in iACHIEVE, sign the form and upload into iA

5 Year Eval Agreement Criteria:

- Teacher and principal both agree to the five-year evaluation cycle agreement
- Ten (10) consecutive years teaching in Fresno Unified
- Last evaluation meets standards or demonstrates expertise
- Permanent status as a teacher

Important Reminder:

While the criteria above are required to *ENTER INTO* the five-year evaluation cycle agreement, the agreement may end at any time by either the teacher or the principal.

HR Contacts for More Information:

Maria.mazzoni@fresnounified.org
Giovanna.difilippo@fresnounified.org
Kimberly.collins@fresnounified.org