

MTA-MUSD Evaluation for Certificated Personnel Stull Bill Fact Sheet

Do these in the beginning of the school year.

PLANNING SHEET ONE

Time Line– 10 days (must be received by the 25th work day of school and returned by the 35th)

Purpose– Write 5 personal goals, goal indicators and/or objectives

In addition– Immediate supervisor *may* submit 3 or more broad goals. From this list you must select 2 goals as a basis for writing 2 of your 5 goals. Note: immediate supervisor’s broad goals must be applicable to every Bargaining Unit member at your site.

PLANNING SHEET TWO

Time Line– 10 days (must be received by the 25th work day of school and returned by the 35th)

Purpose– *Required Conditions for Learning*—List the help you will need from your support staff, supplies you need to carry out your program and requirements of the facilities in which you work. Include “other” which includes occurrences that may happen which you are not responsible for and which may impede progress toward attaining your goals. Identify existing constraints which could make it difficult for your students to achieve the standards set in your goals.

Techniques for Bargaining Unit Member’s Assessment of Student Progress—You must decide what would be the most appropriate method for your immediate supervisor to evaluate your goals.

PLANNING SHEET THREE

Time Line– 10 days (must be received by the 25th work day of school and returned by the 35th)

Purpose– *Plan for Immediate Supervisor’s Assessment of the Bargaining Unit Member’s Performance*– This section is reserved for you to direct your immediate supervisor as to how to evaluate the successful completion of your goals, goal indicators and/or objectives. *Adjunct duties*– You select your own adjunct duties (minimum of 2). An adjunct duty is defined as a non-instructional duty normally performed before or after the board day.

Before initiating any of the pages in this section, contact the MTA Office.

SUMMARY SHEET FOUR

Time Line - To be completed by the 25th work day before the end of school.

Purpose—To initiate the Problem Resolution Phase. Read p.74 of the *MUSD-MTA Contract* if you need this phase, and contact the MTA Office.

SUMMARY SHEET FIVE

Time Line - To be completed by the 20th work day before the end of school.

Purpose - To initiate the Problem Resolution Phase. Read p.74 of the *MUSD-MTA Contract* if you need this phase, and contact the MTA Office.

SUMMARY SHEET SIX

Time Line - To be completed by the 90th work day of the following year

SUMMARY SHEET ONE

Time Line– To be completed by the 45th day of school

Purpose– Designed for your immediate supervisor to state whether or not your proposed plan is acceptable. If your plan is not acceptable you make changes and resubmit. If disagreement continues, you will progress to the Problem Resolution Phase.

These will be done at the end of the school year.

SUMMARY SHEET TWO

Time Line– To be completed by the 45th work day before the end of school

Purpose– *Adjunct Duties*—Your immediate supervisor verifies the completion of your adjunct duties. *Other Areas of Evaluation*—Section 44932 of the Education Code focuses on moral or unprofessional conduct, dishonesty, criminal behavior, alcoholism or drug abuse on the job and refusal to obey district policies. This section is not related to the rest of your evaluation plan. It may be completed or withdrawn any time during the school year. If your immediate supervisor completes this section respond in writing and contact the MTA office.

SUMMARY SHEET THREE

Time Line– To be completed by the 45th workday before the end of the school year

Purpose– *Assessment of Performance* - If your immediate supervisor believes you have met the requirements, you’re done! If not, your immediate supervisor will make comments, and you will respond. Request the Initiation of the Problem Resolution Phase.

FREQUENTLY ASKED QUESTIONS ABOUT THE STULL BILL

- **What happens if my supervisor does not give me the evaluation package by the sixth working day? What happens if I hear nothing by the twenty-fifth (25th) day?**
Any modification of the timeline must be mutually agreed upon by the evaluator and the evaluatee. If mutual agreement cannot be reached, the disagreement will be referred to the Executive Director of MTA and the Assistant Superintendent of Personnel.
- **Where can I look for further information?**
Consult the handbook for the Evaluation System for Certificated Personnel and/or the Contract between MUSD and MTA (p.68-87)
- **Is this a wish list of what I would love to accomplish, or should I write goals that are more reality based?**
You are expected to fulfill the goals that you submit. Therefore, only submit goals that you can reasonably accomplish given the class, grade level and circumstances that you have this year.
- **Define goal, goal indicator and objective.**
See page 73 of the Contract
- **What is a broad goal?**
As pertains to the Stull Bill agreement, a goal, goal indicator and objective are interchangeable. A broad goal is one that is not measurable and is applicable to everyone at the site. The site administrator will have the option of suggesting three or more broad goals for the school site from which two would be used.
- **What happens if my supervisor does not write any broad goals for my site?**
Your immediate supervisor is not required to present broad goals your site. You will not be required to consider broad goals when you write your objectives if none have been presented.
- **Who gets Stulled? When?**
All permanent employees are evaluated every other year. Temporary and probationary employees are evaluated every year.
- **Is this a way to get me fired?**
No, this is not the purpose of the Stull Bill, but it is one criterion that a principal utilizes to evaluate teacher performances.
- **What is the purpose of the Stull Bill?**
To provide a uniform system of evaluation and assessment of the performance of all certificated personnel (E.C. 44660) and to improve instructional practices through self evaluation.
- **Does this go into my permanent file?**
A copy of the evaluation document is kept at the school site (planning sheets and summary sheets). Summary sheets 2 and 3 stay in your permanent personnel file at the district.
- **Does it travel with me if I change school districts?**
Stull Bill evaluations are not shared with other districts by the Personnel Office.
- **I worked in another district and the Stull Bill evaluation was much different. Why?**
Each district has the option of developing its own Stull Bill evaluation criteria within the legislative parameters.