

**TEMECULA VALLEY UNIFIED SCHOOL DISTRICT
TEMECULA VALLEY EDUCATORS ASSOCIATION, CTA/NEA**

**Memorandum of Understanding
Social Worker Evaluations Tool and Observation Timelines
October 9, 2019**

This Memorandum of Understanding ("MOU") is entered into by and between the Temecula Valley Unified School District ("District") and the Temecula Valley Education Association ("Association").

WHEREAS, Article 13 of the Collective Bargaining Agreement ("CBA") relating to the Evaluation Procedure for certificated unit members requires the use of a negotiated Teacher Evaluation Report.

WHEREAS, the District and Association negotiated a School Social Worker job description during the 2017-2018 school year, but did not develop a related Social Worker Evaluation Report at that time.

WHEREAS, the District and the Association met to negotiate a School Social Worker Evaluation tool at the start of the 2019-2020 school year.

NOW, THEREFORE, the parties agree as set forth below.

1. For the 2019-2020 year only, the preliminary evaluation conference deadline noted in section 13.10.1 of the CBA shall be extended to November 1, 2019.
2. The attached Social Worker Evaluation Report, attached as Appendix 1 of this agreement, shall be used to evaluate on-cycle Social Workers during the 2019-2020 school year.
3. The District and the Association agree to meet after April 17, 2020, but prior to the last bargaining unit member workday of the 2019-2020 year to review and assess the implementation of the Social Worker Evaluation Report, with the intent of incorporating the Social Worker Evaluation Report into the existing Collective Bargaining Agreement.
4. This MOU is not precedent setting.

For the District:

Raymond R. Johnson 10-9-19
Raymond R. Johnson Date
Assistant Superintendent
Human Resources Development

E. Joe Mueller 10/9/19
E. Joe Mueller Date
Director
Human Resources Development

For the Association:

Brian Balaris 10/9/19
Brian Balaris Date
Chief Negotiator
Temecula Valley Educators Association



APPENDIX E-12(b)

**TEMECULA VALLEY UNIFIED SCHOOL DISTRICT
SOCIAL WORKER EVALUATION REPORT**

Employee Name:	Employee #:	Site:
Title/Subject/Grade Level	Employment Status: (Check one)	<input type="checkbox"/> Temporary <input type="checkbox"/> Intern <input type="checkbox"/> Probationary (<input type="checkbox"/> 0 <input type="checkbox"/> 1 <input type="checkbox"/> 2) <input type="checkbox"/> Permanent
Date of Conference:	Evaluating Administrator:	

SECTION 1: EVALUATION OF PERFORMANCE

4	3	2	1
Exceeds District Standards	Meets District Standards	*Partially Meets District Standards	*Does Not Meet District Standards
Exceeds the expected level of performance demonstrating consistent practice excellence	Meets the expected level of performance demonstrating consistent practice excellence	Partial or inconsistent performance requiring improvement	Consistently inadequate performance, requiring significant guided improvement

*These ratings require a comment in Section 3: Comments by Evaluator.

*Requires completion of evaluation report addendum

Standard I. Implements & monitors multi-tiered interventions that improve academic & behavioral performance	4	3	2	1
Rating: <input type="checkbox"/> 4 <input type="checkbox"/> 3 <input type="checkbox"/> 2 <input type="checkbox"/> 1				
• Assesses individual students needs and implements necessary multi-tiered interventions				
• Assesses classroom and small group needs and implements necessary multi-tiered interventions				
• Assesses school-wide needs and implements necessary multi-tiered interventions				
• Assesses family and community needs and implements necessary multi-tiered interventions				

Standard II. Advances student-centered school environments that are conducive to learning, demonstrating respect for differences in culture, background, and learning needs. Rating: <input type="checkbox"/> 4 <input type="checkbox"/> 3 <input type="checkbox"/> 2 <input type="checkbox"/> 1	4	3	2	1
• Contributes to a safe and healthy school environment				
• Advocates for policies, programs, and services that respect diversity, address individual needs, and support the inherent worth and dignity of all students, families, and school personnel				
• Identifies structural barriers, social inequalities, and educational disparities impacting learning outcomes				
• Develops and implements intervention strategies to encourage positive peer interactions				
• Provides specialized services such as crisis intervention and consultation				
• Provides services in a manner that demonstrates respect for diverse populations				

Standard III. Knowledge of social work theory, practice, and research to implement program and services Rating: <input type="checkbox"/> 4 <input type="checkbox"/> 3 <input type="checkbox"/> 2 <input type="checkbox"/> 1	4	3	2	1
• Identifies and utilizes appropriate school and community-based resources to maximize academic and behavioral success				
• Understands eligibility requirements for support services				
• Connects students, families, and community agencies				
• Serves as a resource for students, families, and community stakeholders				
• Provides related professional development				
• Establishes relationships with professional and volunteer organizations				

Standard IV. Professionalism Rating: <input type="checkbox"/> 4 <input type="checkbox"/> 3 <input type="checkbox"/> 2 <input type="checkbox"/> 1	4	3	2	1
• Reflects on professional practice				
• Maintains confidentiality				
• Maintains appropriate and accurate data				
• Continues developing professionally				
• Establishes collaborative professional relationships				

SECTION 2: RATING OF STANDARDS

1. A Social Worker who receives a majority of 4's under any one (1) Standard shall receive a Rating of 4 for that Standard.
2. A Social Worker who receives 4's and 3's for all Elements under any one (1) Standard shall receive a Rating of 3 for that Standard.
3. A Social Worker who receives a single 2 in any Element under any one (1) Standard may result in a Rating of 3 or 2 for that Standard at the Evaluator's discretion.
4. A Social Worker who receives two (2) or more 2's in Elements of any one (1) Standard shall receive a Rating of 2 for that Standard.
5. A Social Worker who receives a single 1 in an Element under any one (1) Standard shall receive a Rating of 2 for that Standard.
6. A Social Worker who receives two (2) or more 1's in Elements under any one (1) Standard shall receive a Rating of 1 for that Standard.

Assistance Plan Required (2 or 1)
(Check if applicable)

Any unit member who receives a Rating of 2 or 1 in more than one (1) Standard shall be evaluated annually until the unit member is no longer required to have an Assistance Plan.

SECTION 3: COMMENTS BY EVALUATOR

Areas of expected growth/additional comments:

SECTION 4: COMMENTS BY EVALUATEE

Evaluatee may also attach additional written response. If additional comments are attached, check here:
Comments must be submitted in writing within five (5) working days.

I certify that this report has been discussed with me. I understand that my signature does not necessarily indicate agreement.

Evaluator's Signature

Date

Evaluatee's Signature

Date