

Article C.3: Evaluation

❖ Overview

This article establishes general purposes of the teacher evaluation process.

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1. *The purposes of evaluation provisions include providing employees with feedback, and employers and employees with the opportunity and responsibility to address concerns. Where a grievance proceeds to arbitration, the arbitrator must consider these purposes, and may relieve on just and reasonable terms against breaches of time limits or other procedural requirements.*

❖ Explanation

- C.3.1*
1. *The purposes of evaluation provisions include providing employees with feedback, and employers and employees with the opportunity and responsibility to address concerns. Where a grievance proceeds to arbitration, the arbitrator must consider these purposes, and may relieve on just and reasonable terms against breaches of time limits or other procedural requirements.*

This article provides that the purpose of evaluation includes providing employees with feedback, and employers and employees with the opportunity and responsibility to address concerns. It further requires arbitrators to consider those purposes if a grievance is brought to arbitration and permits arbitrators to waive time limits and other procedural requirements of the evaluation or grievance/arbitration process.

❖ Implementation

This article came into effect September 17, 2014.

❖ Relationship to Other Articles

The general purposes established in Article C.3 apply to local language on teacher evaluation and any arbitration of the local evaluation process.