

**LOS ANGELES UNIFIED SCHOOL DISTRICT  
BARGAINING PROPOSAL TO UNITED TEACHERS LOS ANGELES  
JANUARY 26, 2017**

**ARTICLE X  
EDUCATOR DEVELOPMENT, SUPPORT AND EVALUATION**

5.0 Observation, Records and Assistance

a. Employees being evaluated shall receive one (1) Formal Observation during the academic year, no later than the last workday of the ~~sixth~~ tenth week of the second semester. The Formal Observation shall be followed by a post-observation conference between the evaluator and employee to discuss the employee's performance toward meeting the individual objectives established pursuant to Sections 4.0 and 4.1 of this Article. The post-observation conference shall occur no later than ten (10) workdays after the formal observation.

b. The ratings for a Formal Observation shall be "Highly Effective Practice", "Effective Practice", "Developing Practice", and "Ineffective Practice".