

LOS ANGELES UNIFIED SCHOOL DISTRICT  
BARGAINING PROPOSAL TO UNITED TEACHERS LOS ANGELES  
NOVEMBER 30, 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~~ eighth 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".

*UTLA Negotiators*  
*11-30-17*  
*1/16/18*