



Frequency of Evaluation Guidelines

The following provides information on the district's frequency of evaluation policy.

Personnel who must be evaluated each school year:

Non-permanent and qualifying personnel:

- Probationary (B1, B2)
- District Intern (G1, G2)
- University Intern (F1, F2)
- Temporary Contract Personnel (K1)
- Qualifying Personnel (Q1, Q2)
- Provisional (V1)

Below Standard Evaluation:

- Personnel who received an overall "Below Standard" evaluation in the previous year must be evaluated the following year.

Discipline

- Personnel who received a Notice of Unsatisfactory Service or Act in the previous year

Permanent personnel shall be evaluated at least every other year. Teachers in their first year of permanent status may be evaluated but can be deferred to the following year at the discretion of the principal.

Deferral Guidelines for Teachers with 10+ Years of Experience

The district authorizes evaluators to defer evaluations for approved eligible employees with ten or more years of satisfactory service in LAUSD. Evaluators may extend the period between the most recent evaluation and the next scheduled evaluation by up to five years. See the deferral guidelines below to determine eligibility. Any such deferral requires written agreement between the principal and the employee, and any such agreement is revocable at any time at the discretion of either the principal or the employee with written notice, as provided in Article X, Section 3.0b. Any such deferral may be revoked, and an evaluation scheduled, if at any time the principal concludes that an earlier evaluation is advisable.

Any permanent employee with 10 or more years of teaching experience in LAUSD may be considered for deferral if they meet the following guidelines (if records are not readily available, contact your local district director for guidance):

- a. Employee has been evaluated at least once in the past four years and each of the three most recent evaluations resulted in overall MEETS STANDARDS/EXCEEDS STANDARDS performance rating, with no ratings or comments indicating significant performance issues;
- b. Employee has no outstanding warnings regarding performance or conduct issues, and has not in the most recent four years received a NOTICE OF UNSATISFACTORY ACT OR SERVICE;
- c. Employee has fewer than 13 unprotected absences in the past year; and
- d. The principal has full confidence in the ability and performance of the employee.

If you have any questions, please contact Professional Learning and Leadership Development at (213) 241-3444.

Educator Development and Support: Teachers and Non-Classroom Teachers
Deferral Guidelines for Teachers with 10+ years of Experience

