

Township High School District 113

Joint RIF Committee Meeting

Tuesday, December 6, 2016 – 3:30 PM

District Administration Building

1040 Park Avenue West

Highland Park, IL 60035

AGENDA ITEMS

1. Alternate Group 2/3 Criteria. The Joint RIF Committee *must* consider and *may* agree to criteria for moving teachers from Group 2 to Group 3 if their last two evaluation ratings are Needs Improvement and either Proficient or Excellent.
2. Alternate Group 4 Definition. The RIF Joint Committee *must* consider and *may* agree to a different definition for Group 4. The alternative definition must factor in prior evaluation ratings and may take into account other factors related to the district's educational objectives. The definition cannot include teachers with a Needs Improvement or Unsatisfactory rating in either of their last two evaluations.
3. Use of Evaluations from Prior District. The RIF Joint Committee *may* agree to use evaluation ratings administered by other districts or joint agreements.
4. Assigning Ratings. If a district uses an evaluation rating system that is inconsistent with the former three-tier Excellent/Satisfactory/Unsatisfactory system or the four-tier Excellent/Proficient/Needs Improvement/Unsatisfactory system, the district *must* consult with the Joint Committee regarding the basis for assigning ratings that comply with one of these two systems for each evaluation rating that will be used in determining the sequence of RIFs.
5. Review of Evaluation Trends for More-Senior Teachers. If a Joint Committee member submits a request to the Board within 10 days after distribution of the sequence of honorable dismissal list, a district *must*, within 5 days, provide the Joint Committee a list (without names) correlating the last two evaluation ratings of each teacher identified in the request and those teachers' length of continuing service. If a Joint Committee member has a good faith belief that a disproportionate number of more-senior teachers has received a lower evaluation rating on their most recent evaluation than they did in the past, the member can request that the Joint Committee review the list to assess whether such a trend exists. The Joint Committee must then review the data and, by no later than the end of the applicable school term, *may* report to the board and the DEA on whether such a trend exists.