

Observation Tool FAQ

Several members and building representatives contacted me today with questions about the observation tool members received training about today. Please find below FAQs about it:

1. Q: What is this?
A: It is a tool developed by the district at the direction of the US Department of Justice.
2. Q: Why did we receive training on it?
A: It is part of the settlement agreement which was a result of an investigation by the US Department of Civil Rights.
3. Q: Did the Union Bargain this?
A: Yes, the NBEA initiated impact bargaining last Fall.
4. Q: Is this part of my summative or formative evaluation?
A: No, this observation/feedback process is completely separate from the DESE Educator Evaluation process outlined in Appendix D of the Unit A CBA.
5. Q: When would I do the training if I needed it?
A: Any training would be provided by administration during admin-directed time or at another point in the workday, excluding preparation periods or lunches.
6. Q: Is this an increase in workload?
A: No. Any training will happen during the contractual workday and within the work year.

If you have any additional questions, I have provided information and resources to faculty representatives to help you.

Thank you and have a great week.