

BARGAINING UPDATE

SEP 14, 2022

English/Multilingual Learner Classroom Observations

The Bargaining Team and other APT representatives met with the District to discuss the upcoming English/Multilingual Learner Classroom Observations. A side letter was developed to protect teacher's choice to participate or not. These protections were agreed upon should a teacher decides to participate:

- Teachers are not expected to prepare any special lessons or activities for the observation
- Observation is about 20 minutes and should be conducted with minimal disruptions
- Observation data are used solely to develop the English/Multilingual Learner Master Plan for PUSD
- Data collected shall not be used for teacher evaluations
- Data or information gathered shall be aggregated so no individual teacher or student may be identified
- All teachers need to sign a consent form to participate or not participate
- Teachers will not engage in any "teacher reflection" after the observation

[Side Letter](#)

FAQ

Pomona Unified School District will collaborate with all educational partners to provide English/Multilingual Learners with rigorous, equitable, research-based programs that build on their cultural and linguistic strengths, addresses their individual academic and socio-emotional needs, and empowers them to leverage their linguistic abilities to successfully access college and career opportunities as accomplished multilingual global citizens.

| English/Multilingual Learner Classroom Observations | |
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| Why are these observations taking place? | PUSD is partnering with the <u>Center for Equity for English Learners (CEEL)</u> to re-write and align our English/Multilingual Learner Plan. By gathering and including data from PUSD classroom observations will help guide policy and practice around programs and professional learning that will better support PUSD Teachers in this critical work. |
| Who will be conducting the classroom observations? | A team of observers from the Center for Equity for English Learners (CEEL) at Loyola Marymount will conduct all the observations. |
| Are these observations part of a teacher's evaluation? | No, these observations are separate from the PUSD evaluation process. They will not be included in a teacher's evaluation. |
| Will PUSD Administrators be part of the observation process? | No, PUSD Administrators will not accompany observers from the CEEL Center or participate in any sort of debrief sessions. |
| Are these classroom observations mandatory? | No, as part of an IRB regulated process, teachers have the option of opting out of the observation. Please complete this form to opt out of this process. https://forms.gle/tVh67xflHWHdKupR7 |
| How will the results of the observations be shared? | Results of the observation will be reported back to PUSD in a district wide summary report that will not delineate site names or teacher names. |
| When will the observations be conducted? | Middle of September through the 1st week of October. |
| How will teachers be notified of the upcoming observations? | Site administrators will advise teachers of upcoming observation schedules via e-mail. |
| What content areas are being observed? | Mathematics, English, Science, History and Designated ELD classrooms will be the focus of CEEL Center observations. Both secondary and elementary sites are part of the observation process. |

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| Do teachers need to turn in a lesson plan for the observation? | No, teachers will not be asked to turn in a specific lesson plan or participate in any post observation meetings. |
| What observation tool is being utilized? | The CEEL Center utilizes the <u>Observation Protocol for Academic Literacies</u> (OPAL) tool that they have developed and used in their academic research. |
| Was the Association of Pomona Teachers involved in this process? | APT leadership has partnered with Educational Services to ensure that this observation process respects the APT-PUSD Collective Bargaining Agreement. |



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