

EXHIBIT C-3

Year of Teaching in PVUSD	(STPS, PIP)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11+
Status	Prob 0	Prob 1	Prob 2	Tenure								
Observations	3 observations per year	3 observations per year	3 observations per year	Off Cycle	1 observation per year	Off Cycle	1 observation per year	Off Cycle	1 observation per year	Off Cycle	1 observation per year	Eval every 5 years if meeting or exceeding standards based on prior evaluation ratings. Consent to the five year cycle may be withdrawn by unit member or
Teaching Standards	Teaching Standards: CSTP 2 Classroom Management emerging CSTP 3 Organizing Subject emerging CSTP 1 Engaging and Supporting Students emerging	The teacher shall select one (1) of the teaching standards and the administrator shall select two (2) (if in an induction program, the standards will be aligned). The teacher shall be in the exploring stage of the selected standards.	The teacher shall select two (2) of the teaching standards (if in an induction program, the standards will be aligned) and the administrator shall select one (1). The teacher shall be in the exploring stage of the selected standards.		Teaching Standards: CSTP 1-6 Applying		Teaching Standards: CSTP 1-6 Applying		Teaching Standards: CSTP 1-6 Integrating		Teaching Standards: CSTP 1-6 Integrating	MOU: Provide \$600 every two years for teachers to be used towards professional learning. Cannot carry over - MOU to start process.