

August 10, 2001

Roger C. Cuevas, Superintendent of Schools

**SUBJECT: APPROVAL OF THE MEMORANDUM OF UNDERSTANDING BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS AND THE UNITED TEACHERS OF DADE FOR FULL IMPLEMENTATION OF THE *PROFESSIONAL ASSESSMENT AND COMPREHENSIVE EVALUATION SYSTEM (PACES)***

Authorization is requested to approve the Memorandum of Understanding between Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade for full implementation of the ***Professional Assessment and Comprehensive Evaluation System (PACES)*** as the M-DCPS teacher evaluation system for classroom-based instructional personnel. The development and implementation of the ***PACES*** continues to be guided by the M-DCPS/UTD Joint Committee on Standards for Educational Evaluation that has met on a regular basis since 1996. The consultant for the district, Chad D. Ellett, Ph.D., has worked with and will continue to assist the Joint Committee in assuring the ***PACES*** is proceeding in accordance with the national Personnel Evaluation Standards.

***The Professional Assessment and Comprehensive Evaluation System (PACES)*** is the district's state-of-the-art initiative for evaluating teachers based on classroom observation of teaching and learning. Its development is heavily reliant on the current research and literature on teaching and learning and is a collaborative effort of Miami-Dade County Public Schools and the United Teachers of Dade. The ***PACES*** has been designed to improve the quality of teaching and learning in M-DCPS classrooms and to accommodate the needs of M-DCPS teachers at various stages in their careers. The ***PACES*** is supported by the latest technology including web-based programs and virtual campus courses on the M-DCPS web site.

Since 1996, more than 10,000 participants comprised of teachers and administrators have been engaged in ***PACES*** professional growth programs. A pilot study was conducted in the 1997 and 1998 school years with 76 school sites. Field studies followed and the instructional personnel experience both the ***PACES*** Professional Growth Process and the evaluation of teaching and learning during the 2000-2001 school year.

Beginning with the 2001-2002 school year, the district will implement the ***PACES*** for evaluation of instructional personnel as authorized by the attached Memorandum of Understanding between Miami-Dade County Public Schools and the United Teachers of Dade.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the Memorandum of Understanding between Miami-Dade County Public Schools and the United Teachers of Dade for full implementation of the ***Professional Assessment and Comprehensive Evaluation System (PACES)*** as the M-DCPS teacher evaluation system for classroom-based instructional personnel.

NED/vh

**MEMORANDUM OF UNDERSTANDING**  
Modification/Implementation

Pursuant to Article XIII - Evaluation - of the M-DCPS/UTD Contract, language for the implementation of the **Professional Assessment and Comprehensive Evaluation System (PACES)** will replace the current language for Teacher Assessment and Development System (TADS), effective August 23, 2001. The affected language is pending approval by the Joint Committee on Standards for Educational Evaluation. Beginning with the 2001-2002 school year, the **PACES** will serve as the M-DCPS teacher evaluation system for all classroom-based instructional personnel.

THE FLORIDA BOARD OF MIAMI-DADE COUNTY,  
FLORIDA

BARGAINING AGENT

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Perla Tabares Hantman      Date  
Chair

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United Teachers of Dade (UTD)      Date

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Dr. Michael M. Krop      Date  
Vice Chair

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Roger C. Cuevas      Date  
Superintendent of Schools

Approved As To Form:

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School Board Attorney      Date