

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