

Personnel Committee Meeting
Wednesday, March 14, 2012 4:30 PM

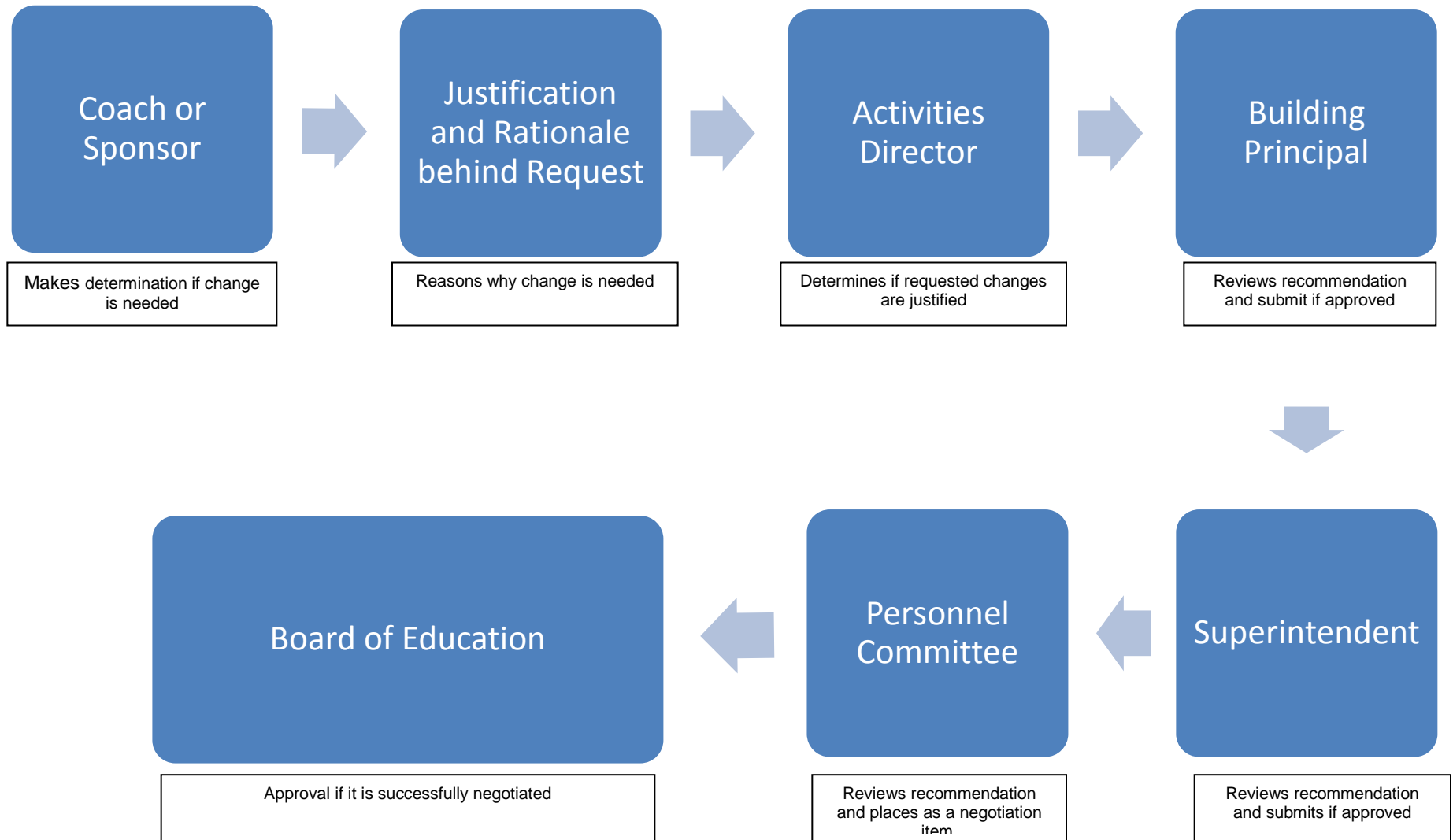
Board Room or Don's Office
1519 10th Street
Gering, NE 69341

Agenda

1. Attendance
2. Substitute Teacher Pay Schedule
3. Extra Duty Schedule
 1. Coach Drug Testing
4. Evaluation Schedule
5. Administrator Compensation
6. Superintendent Goals
7. Superintendent Search
8. Meal Expenses for Travel
9. Old Business
 1. Status Update on Committee Goals
10. Adjournment

CHANGES TO EXTRA DUTY ASSIGNMENTS

as of 3/7/12



Don:

I had addressed the issue of random drug testing of employees in the email, below, to Lisa, along with the attachment.

Your questions:

1. Would it be possible to develop policies that require pre-employment drug testing for all employees? Certified Teachers? Volunteer Coaches?
2. Can we test these same groups in a random pool, all employees? Certified Teachers? Those individuals who volunteer for an extra duty assignment?

For both of your sets of questions, the answer is yes, provided the affected positions are “safety sensitive.” As indicated in the collection of legal authorities in the attachment, the courts have reached mixed results on the question of whether various public school jobs meet the safety sensitive test.

My advice is to not subject all employees or all teaching positions to random drug testing, as it is an invitation for litigation. At most, you might extend the program to coaches, based on the argument that coaching positions are “safety sensitive” given that the coaches may get hurt if they are drug-impaired, and student-athletes may get hurt if their coaches are drug-impaired.

Thanks,

Greg

Rapp 6.14

[ii] Drug Testing

Drug testing has become more commonplace in the employment setting. Drug testing has been considered an appropriate means to insure the safety and welfare of school children.⁸² Teachers, in particular, serve as role models for students and circumstances may warrant their drug testing.⁸³

Where circumstances suggest that a particular employee is using drugs, an educational institution certainly may require or demand that the employee take a drug test.⁸⁴ Reasonable suspicion of possible drug use, but not probable cause, is needed to compel a public school educator to submit to a test.⁸⁵ Refusal to take a test may warrant dismissal. If confirmed drug use is found, an employee may be disciplined or dismissed. A screening test alone without confirmation does not necessarily constitute misconduct or justify dismissal.⁸⁶

Whether individualized suspicion exists to justify a search is a question of law.⁸⁷ However, questions of fact are relevant to making that determination.⁸⁸ The determination of reasonable

suspicion "requires an objective evaluation" and the "suspicion must be directed at a particularly individual."⁸⁹ Absent a particularized belief that an employee is using drugs, an educational institution may not require educators and certain other employees to submit to investigatory drug testing.⁹⁰ As teaching is not a pervasively regulated industry, the Fourth Amendment usually requires, at a minimum, that there be some degree of suspicion before a teacher may be forced to undergo such a test.⁹¹

Where safety or security interests are involved, routine testing of employees may be upheld because an employee's Fourth Amendment privacy interests are outweighed by the need to determine fitness.⁹² Educational institutions may be justified to adopt routine or other required drug testing for bus drivers⁹³ and other employees.^{93.1}

Teachers have also been held to occupy safety sensitive positions allowing general drug testing.^{93.2} According to this view, an educational institution may "require drug testing of its employees where: (a) the employees' duties have a direct impact on the physical safety of young school children; (b) the testing is conducted as part of a routine, reasonably required, employment-related medical examination; and (c) the test employed is one that has a nexus to the employer's legitimate safety concern."^{93.3} Other courts find that teachers simply are not in safety sensitive positions in a manner to justify random testing and outweigh their legitimate privacy interests.^{93.4}

Drug testing, long discretionary, is now mandated for school bus drivers under federal regulation.^{93.5} These rules mandate that drivers submit even to random testing for alcohol or controlled substances.^{93.6} Despite the mandatory nature of this testing and general acceptance of the reliability of testing, employees should be afforded a hearing at which evidence may be presented challenging test results.^{93.7}

Drug testing does not violate the Americans with Disabilities Act.^{93.8} "Drug testing is not a 'medical exam' and the ADA explicitly states that it does not prohibit the use of drug testing programs."^{93.9}

Drug testing of employees raises not only legal and constitutional questions, but policy issues as well. If drug testing will be used, an appropriate policy should be adopted and the best available tests employed.^{93.10}

Footnote 83. Knox County Educ. Ass'n v. Knox County Bd. of Educ., 158 F.3d 361, 384 , 130 Educ. L. R. 62 (6th Cir. 1998):

That a teacher's expectation of privacy as to drug use might be diminished is further underscored by the unique role teachers play in the lives of our nation's children. As we have noted, teachers are not just role models, but mentors, friends, and in some cases, parent-figures that stand in the place of absent parents. Teachers leave indelible impressions on the minds of their young students, because they are entrusted with the

safe keeping and education of children during their most impressionable and formative years. Therefore, teachers must expect that with this extraordinary responsibility, they will be subject to scrutiny to which other civil servants or professionals might not be subjected, including drug testing.

Footnote 84. *Knox County Educ. Ass'n v. Knox County Bd. of Educ.*, 158 F.3d 361 , 130 Educ. L. R. 62 (6th Cir. 1998) (requirement of reasonable cause sufficiently limited discretion of officials administering drug testing program and, therefore, such program is constitutional); *Hearn v. Board of Pub. Educ.*, 191 F.3d 1329 , 138 Educ. L. R. 662 (11th Cir. 1999) (refusal of teacher to take drug test after marijuana was discovered in her automobile warranted discharge); *Cox v. McCraley*, 993 F. Supp. 1452 , 125 Educ. L. R. 456 (M.D. Fla. 1998) (rights of employee were not violated by tender of letter to the employee indicating a suspicion that the employee was abusing alcohol or drugs in violation of school board policy and suggesting that the employee would, therefore, have to submit to a drug screening test, join an employee assistance program, or resign); *Armington v. School Dist. of Phila.*, 767 F. Supp. 661 , 68 Educ. L. R. 1054 (E.D. Pa. 1991) (compulsory drug test of bus driver was supported by reasonable suspicion in view of parental information to the effect that bus smelled of marijuana and driver couldn't stand up).

Footnote 85. *Patchogue-Medford Congress of Teachers v. Board of Educ.*, 70 N.Y.2d 57, 517 N.Y.S.2d 456, 510 N.E.2d 325 , 40 Educ. L. R. 917 (1987).

Footnote 86. See *Independent Sch. Dist. No. 1 v. Logan*, 789 P.2d 636 , 59 Educ. L. R. 893 (Okla. Ct. App. 1989) (discharge based on positive drug test result does not necessarily disqualify employee for unemployment benefits).

Footnote 87. *Warren v. Board of Educ.*, 200 F. Supp. 2d 1053 , 165 Educ. L. R. 1053 (E.D. Mo. 2001) (individualized suspicion of drug use at issue).

Footnote 88. *Warren v. Board of Educ.*, 200 F. Supp. 2d 1053 (although upholding drug testing, questions of fact existed precluding summary judgment, on issue of whether testing under circumstances was reasonable).

Footnote 89. *Armington v. School Dist. of Phila.*, 767 F. Supp. 661, 666 , 68 Educ. L. R. 1054 (E.D. Pa. 1991).

Footnote 90. *United Teachers of New Orleans v. Orleans Parish Sch. Bd.*, 142 F.3d 853 , 126 Educ. L. R. 104 (5th Cir. 1998) (board rule requiring that employees injured in the course of employment submit to drug testing was unconstitutional; individualized suspicion of wrongdoing required); *Georgia Ass'n of Educators v. Harris*, 749 F. Supp. 1110 , 64 Educ. L. R. 122 (N.D. Ga. 1990) (state statute requiring that all applicants for employment by the state or any public school system submit to drug screening was unconstitutional); *Patchogue-Medford Congress of Teachers v. Board of Educ.*, 70 N.Y.2d 57, 517 N.Y.S.2d 456, 510 N.E.2d 325 , 40 Educ. L. R.

917 (1987) (drug testing may not be routinely used as a condition of receiving tenure absent indication that any of the teachers used, or ever had used, illegal drugs).

Footnote 91. *Patchogue-Medford Congress of Teachers v. Board of Educ.*, 70 N.Y.2d 57, 517 N.Y.S.2d 456, 510 N.E.2d 325, 40 Educ. L. R. 917 (1987).

Footnote 92. See, e.g., *Skinner v. Railway Labor Executives' Ass'n*, 489 U.S. 602, 109 S. Ct. 1402, 103 L. Ed. 2d 639 (1989) (drug testing involving railroad employees approved); *National Treasury Employees Union v. Von Raab*, 489 U.S. 656, 109 S. Ct. 1384, 103 L. Ed. 2d 685 (1989) (drug testing involving U.S. Customs Service employees approved).

Cf. *Chandler v. Miller*, 520 U.S. 305, 117 S. Ct. 1295, 137 L. Ed. 2d 513 (1997) (Fourth Amendment violated by statute requiring candidates for state offices to certify that they had tested negative in a drug urinalysis; state failed to show a special need substantial enough to override the candidates' privacy interests).

Footnote 93. *Jones v. Jenkins*, 878 F.2d 1476, 54 Educ. L. R. 1138 (D.C. Cir. 1989), modifying, 833 F.2d 335, 42 Educ. L. R. 1082 (D.C. Cir. 1987) (in view of goal of deterring drug use and ensuring safety, mandatory testing may be appropriate in the case of school bus drivers and other transportation employees); *American Fed'n of Gov't Employees v. Cavazos*, 721 F. Supp. 1361, 56 Educ. L. R. 871 (D.C. Cir. 1989) (random urinalysis testing constitutional with respect to motor vehicle operators); *Cornette v. Commonwealth*, 899 S.W.2d 502, 101 Educ. L. R. 474 (Ky. Ct. App. 1995) (required post-accident drug testing of public school bus drivers upheld); *Atkins v. Board of Sch. Comm'rs*, 830 F. Supp. 1169, 85 Educ. L. R. 1135 (S.D. Ind. 1993) (where a Title VII violation was alleged, the court found that the board had a legitimate, nondiscriminatory reason to require drug tests of bus drivers); *Independent Sch. Dist. No. 1 v. Logan*, 789 P.2d 636, 59 Educ. L. R. 893 (Okla. Ct. App. 1989) (requiring drug screening as part of the annual physical examination of school bus drivers without a particularized suspicion of drug use constitutional as a reasonable means of deterring and preventing the unsafe operation of school busses by employees under the influence of drugs, thereby insuring the safety of public school students riding public school busses, but discharge based on positive drug test result does not necessarily disqualify employee from receiving unemployment benefits).

Footnote 93.1. *Aubrey v. School Bd. of Lafayette Parish*, 148 F.3d 559, 127 Educ. L. R. 710 (5th Cir. 1998) (upholding suspicionless searches of custodian; need to conduct such searches outweighs the privacy interests of employees in an elementary school who interact regularly with students, use hazardous substances, operate potentially dangerous equipment, or otherwise pose any threat or danger to the students); *American Fed'n of Gov't Employees v. Cavazos*, 721 F. Supp. 1361, 56 Educ. L. R. 871 (D.C. Cir. 1989) (random urinalysis testing constitutional with respect to guards required to carry a firearm and persons who have access to top secret information with national security implications, but is unconstitutional with respect to automatic data processors).

Footnote 93.2. **Knox** County Educ. Ass'n v. Knox County Bd. of Educ., 158 F.3d 361 , 130 Educ. L. R. 62 (**6th Cir. 1998**) (suspicionless drug testing for safety sensitive employees upheld; such positions were those "where a single mistake by such employee can create an immediate threat of serious harm to students and fellow employees," including principals, assistant principals, **teachers**, traveling teachers, teacher aides, substitute teachers, school secretaries, and school bus drivers); **Crager** v. Board of Educ., 313 F. Supp. 2d 690 , 187 Educ. L. R. 892 (E.D. **Ky. 2004**) (denying preliminary injunction prohibiting school district from conducting random, suspicionless drug testing of **teachers**; not only are teachers "heavily regulated" and perform in "safety sensitive" positions, but drug problems at school were established).

See generally Todd A. DeMitchell, Essay: Safety Sensitive Positions and the Duty Owed to Students: From Drugs to Torts, 217 Educ. L. R. 789 (2007) (pointing out that teachers through student supervision and other duties aimed at preventing tort liabilities serve safety sensitive positions warranting random drug testing).

Footnote 93.3. **Jones** v. Jenkins, 878 F.2d 1476, 54 Educ. L. R. 1138 (**D.C. Cir. 1989**) , modifying 833 F.2d 335 , 42 Educ. L. R. 1082 (D.C. Cir. 1987).

Footnote 93.4. American Fed. of Teachers--West Virginia, AFL-CIO v. Kanawha County Bd. of Educ., 592 F. Supp. 2d 883 (S.D. **W. Va. 2009**) (granting preliminary injunction blocking enforcement of random drug testing policy; finding that safety justifications offered by board, e.g., assisting in breaking up fights between students, helping students to leave the school building for fire drills, and conducting shelter in place drills, did not outweigh the privacy interests of school employees).

See also Karin Schmidt, Suspiciousness Drug Urinalysis of Public School Teachers: The Concern for Student Safety Cannot Outweigh Teachers' Legitimate Privacy Interests, 34 Colum. J. L. & Soc. Probs. 253 (2001).

Footnote 93.5. See 49 C.F.R. §§ 40.1 et seq. , 382.101 et seq.

Footnote 93.6. 49 C.F.R. § 382.211.

Footnote 93.7. Menge v. Reed, 101 Cal. Rptr. 2d 443 , 148 Educ. L. R. 1001 (Ct. App. 2000) (school bus driver who submitted a purportedly adulterated urine specimen in a random drug test was entitled to a hearing before the department of motor vehicles prior to revocation of her school bus driver's certificate).

Footnote 93.8. Crager v. Board of Educ., 313 F. Supp. 2d 690 , 187 Educ. L. R. 892 (E.D. Ky. 2004) (rejecting ADA claim where school adopted random drug testing for teachers).

Footnote 93.9. Crager v. Board of Educ., 313 F. Supp. 2d at 702-703 (referencing 42 U.S.C. §§ 12115(b)-(d)).

Footnote 93.10. With regard to teacher drug testing, it has been suggested:

First, districts, in conjunction with teachers groups and experts in the study of drug abuse, should establish and promulgate clear, concise, and reasonable policies. Second, standards and safeguards should be incorporated into collective bargaining agreements between teachers and districts in order to obviate any uncertainty. Third, where appropriate, the policy should be extended to all members of the school staff, not simply to teachers. Finally, at a time when there is seemingly a need for more teachers, such an unwise approach as random, causeless testing may serve only to discourage prospective teachers from entering the profession. Further, districts should adopt policies that are more concerned with prevention than mere detection of drug use. To this end, ongoing educational and counseling programs would seem to offer a more reasonable hope of stemming drug abuse by teachers and, for that matter, other members of the school community.

Russo, Drug Testing of Teachers: Medford-Patchogue Congress of Teachers Revisited, 40 Educ. L. R. 607, 613 (1987).

[*3i] Teachers

A rule requiring teachers to submit to mass drug testing was held to constitute an invalid search and seizure in violation of the Fourth Amendment in the following case.

In *Patchogue-Medford Congress of Teachers v Board of Education* (1986, 2d Dept) 119 App Div 2d 35, 505 NYS2d 888, affd 70 NY2d 57, 517 NYS2d 456, 510 NE2d 325, 2 BNA IER Cas 198, the court concluded that a rule requiring compulsory mass drug testing of probationary teachers constituted a search within the meaning of the Fourth Amendment and that to compel a probationary teacher to undergo such a search without reasonable suspicion that such teacher was, or ever had been, a drug user, was unconstitutional. In this case, the superintendent of schools informed certain probationary teachers that they would be required to submit urine samples for drug testing as a condition of his recommendation for their appointment to tenured status. The court rejected the argument that, since such testing involved no physical intrusion into the body, the Fourth Amendment was not implicated. Stating that the test for reasonableness under the Fourth Amendment requires the balancing of the need for the particular search against the invasion of personal rights that the search entails, the court added that it must consider the scope of the particular intrusion, the manner in which it is conducted, the justification for initiating it, the place in which it is conducted, and whether the probationary teachers retained a justifiable expectation of privacy upon entering the teaching profession. After contrasting the nature of the teaching profession with other types of employment, the court concluded that teaching is not a pervasively-regulated industry, and that the Fourth Amendment therefore requires, at a minimum, that there be some degree of suspicion before the dignity and privacy of a teacher may be compromised by forcing him or her to undergo a urine test. Finding no objective, factual basis for inferring that any one of the subject teachers used or has used illegal drugs, the court affirmed the order of the lower court which prohibited the school district from directing probationary teachers eligible for tenure to submit to urine tests for the purpose of detecting the use of controlled substances.

CUMULATIVE CASES

Cases:

There was no evidence that teachers or other public school employees performed duties that were so fraught with such risks of injury to others that even a momentary lapse of attention could have disastrous consequences, as required to deem their positions "safety sensitive" and justify school district's proposed implementation of suspicionless drug test policy as a special need, notwithstanding employees' in loco parentis role toward students; there was also no evidence that teachers and employees had a pervasive drug problem or occupied positions for which observation would not detect the impairment. U.S.C.A. Const.Amend. 4. American Federation of

Teachers-West Virginia, AFL-CIO v. Kanawha County Bd. of Educ., 592 F. Supp. 2d 883, 28 I.E.R. Cas. (BNA) 1291 (S.D. W. Va. 2009).

School board **did not violate** school employee's Fourth Amendment rights against unreasonable search and seizure by demanding that she submit to drug testing as a condition of continued employment, where employee voluntarily entered into "last chance agreement" in which she agreed to undergo random drug testing for one year, and board's one-year random drug testing requirement was reasonable, particularly **in light of employee's conviction for misdemeanor marijuana possession**. U.S.C.A. Const.Amend. 4. Palmer v. Cacioppo, 429 Fed. Appx. 491, 271 Ed. Law Rep. 118, 113 Fair Empl. Prac. Cas. (BNA) 36, 17 Wage & Hour Cas. 2d (BNA) 1868 (6th Cir. 2011).

Random suspicionless drug testing of teachers did not violate teacher's Fourth Amendment rights; county established the existence of a drug problem in its schools and community, and there was no alternative to spot those displaying "reasonable suspicion." U.S.C.A. Const. Amend. 4. Crager v. Board of Educ. of Knott County, KY., 313 F. Supp. 2d 690 (E.D. Ky. 2004).

County board of education's random drug testing policy and its implementation were unreasonably intrusive, and thus **violated teachers' Fourth Amendment right** to be free from unreasonable searches, **where policy contained no randomness component** and employees were told that there would be no random testing, but board decreed that 10% of employees would be randomly tested each year, policy called for testing only five types of drugs, but actual testing covered nine categories of drugs, policy provided that presence of illegal drugs "in any detectable amount" constituted violation, policy did not reveal how tests were to be performed, employees were queued up as group in conference room to give urine samples, and samples were split in front of others. U.S.C.A. Const.Amend. 4. Smith County Educ. Ass'n v. Smith County Bd. of Educ., 781 F. Supp. 2d 604,(M.D. Tenn. 2011).

Teacher did not have protected **liberty interest** in being free from undergoing urinalysis drug testing, as required to maintain her procedural due process claim against Board of Education, since teacher should have expected that she would be subject to scrutiny to which other civil servants or professionals might not be subjected, including drug testing, and teacher could not demonstrate that her professional reputation was stigmatized by fact she had to undergo urinalysis. U.S. Const. Amend. XIV. Warren v. Board of Educ. of City of St. Louis, 200 F. Supp. 2d 1053 (E.D. Mo. 2001).

In action by teacher's union challenging school district's policy requiring **probationary teachers** to submit to urinalysis to detect potential drug abuse, trial court properly found that policy constituted illegal search and seizure in violation of teachers' constitutional rights since, for among other reasons, court concluded that district had **no reasonable suspicion** to believe that all or any probationary teachers had been engaged in drug abuse. Patchogue-Medford Congress of

Teachers v Board of Education (1987) 70 NY2d 57, 517 NYS2d 456, 510 NE2d 325, 2 BNA IER Cas 198, 44 CCH EPD P 37373.

Compelling state interest must justify a suspicionless drug testing policy, and the testing must be a narrowly tailored means of serving this interest. U.S.C.A. Const. Amend. 4. York v. Wahkiakum School Dist. No. 200, 40 P.3d 1198 (Wash. Ct. App. Div. 2 2002).

DON HAGUE - SUPERINTENDENT

Administrators

NAME	BLDG	EVALUATOR	POSITION	8-WEEK EVAL	ANNUAL EVAL
Barker, Pam	NFLD	HAGUE	Principal		4/5/11
Beam, Jadie	CO/LINC	HAGUE	Rdg Coord/Assess	1/10/11	4/7/11
Haun, Mary Kay	GEIL	HAGUE	Principal		4/11/11
Hubbard, Candy	CO	HAGUE	Dir. Spec. Serv.		4/4/11
Hubbard, Eldon	HS	HAGUE	Principal		4/26/11
Martin, Terri	CO	HAGUE	Curriculum Dir.	1/4/11	4/11/11
Oliveres, Dora	JH	HAGUE	Principal		4/6/11
Schlothauer, George	LINC	HAGUE	Principal		3/3/11
Smith, Betty	CC	HAGUE	Principal		4/7/11

2012 DATES

DIRECTORS/CLASSIFIED STAFF

NAME	BLDG	EVALUATOR	POSITION	8-WEEK EVAL	ANNUAL EVAL
Coop, Diane	SH	HAGUE	Food Service Dir.		5/18/11
Hamer, Russ	TECH/SH	HAGUE	Tech Cord		5/2/11
Hanson, Curt	CO	HAGUE	Transp/Maint		
Leeling, Tammy	CO	HAGUE	Receptionist		
Meisner, Tim	CO	HAGUE	Business Manager		4/7/11
Newberry, Lionel	CO	HAGUE	Tech Director		5/2/11
Frahm, Lisa	CO	HAGUE	Adm. Assist.		
Tripple, Mary Ann	CO	HAGUE	Personnel Sec.		

Walker, Jodi	CO	MARTIN/BEAM	Assessment Asst.		
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CANDY HUBBARD - Director of Student Services

CERTIFIED - PROBATIONARY

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY	PHASE I	PHASE II
Cochran, Julie	PRSCHL	C. HUBBARD	Director/ Social Worker	XX		
				1st Formal Obs		Summative Rpt
				2nd Formal Obs		

Summative Rpt				
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Cook, Michelle	JH	C. HUBBARD	Alternative Teacher	XX				
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

Longmore, Amy		C. Hubbard	Speech Comm Spec	XX				
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

Sempek, Adam	JH	C. Hubbard	Psychologist	XX				
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

PHASE I

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHASE I
Bauer, Janet	PRSCHL	C. HUBBARD	Teacher			XX		
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

Fahrenbrook, Tina	G,L,N,JH, HS	C. HUBBARD	Speech Path			XX		
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

XX Indicates the Phase

PHASE I (cont'd)

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHASE I
Lutz, Sandy	ALL SCHLS	C. HUBBARD	OT			XX		
				1st Formal Obs		Summative Rpt		Summative Rpt

2nd Formal Obs					
Summative Rpt					

Stone, Brenda	N/L/G/PRE	C. HUBBARD	Psychologist						
				1st Formal Obs		XX			Summative Rpt
				2nd Formal Obs					
				Summative Rpt					

PHASE III

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHASE II
Bowers, Devonna	PRSCHL	C. HUBBARD	Teacher					
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

Jenkins, Natalie	N,G,L,CC	C. HUBBARD	HAL					
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

XX Indicates the Phase

CLASSIFIED

NAME	BLDG	EVALUATOR	POSITION	8-WEEK EVAL	ANNUAL EVAL
Nation, Pam	CO	C. HUBBARD	SS Admin. Assist.		
Herman, Tyler	TCAP	HUBBARD/COOK	Alternative Aide	3/1/11	
Reinmuth, Justin	TCAP	HUBBARD/COOK	Alternative Aide	2/2/2011	

Tim Meisner - Business Manager

NAME	BLDG	EVALUATOR	POSITION	8-WEEK EVAL	ANNUAL EVAL
Fererra, David	CO	MEISNER	Bkkpr/Payroll		
Wilson, Michelle	CO	MEISNER	Bookkeeper/AP		1/23/12

CURT HANSON - Transportation Director

NAME	BLDG	EVALUATOR	POSITION	8-WEEK EVAL	ANNUAL EVAL
Beeman, John	TRANS	C. HANSON	Bus Driver (3)		
Bohl, Jim	TRANS	C. HANSON	Bus Driver		
Brown, Lisa	TRANS	C. HANSON	Bus Driver (8)		
Flowers, Edee	TRANS	C. HANSON	Bus Driver (3)		
Kaus, Janet	TRANS	C. HANSON	Bus Driver (7)		
Kissler, Carole	TRANS	C. HANSON	Bus Driver (6)		
Kissler, C. (Sonny)	TRANS	C. HANSON	Bus Driver (sub)		
Russell, Anita	TRANS	C. HANSON	Bus Driver		
St. John, Ed (Joe)	TRANS	C. HANSON	Bus Driver		
Zitterkoph, Larry	TRANS	C. HANSON	Bus Driver		

CURT HANSON - Transportation Director

NAME	BLDG	EVALUATOR	POSITION	8-WEEK EVAL	ANNUAL EVAL
Duque Jr., Jesus	MAINT	C. HANSON	Maint Tech		
Duque Sr., Jesus	MAINT	C. HANSON	Maint Tech		
Kaus, Harold	MAINT	C. HANSON	Maint Tech		
Sabala, Robert	MAINT	C. HANSON	Maint Tech		

DIANE COOP - Director of Food Services

NAME	BLDG	EVALUATOR	POSITION	8-WEEK EVAL	ANNUAL EVAL	Hire Date
Alkire, Peggy	SH	COOP	Food Service		4/29/11	
Burbach, Jeannetta	SH	COOP	Food Service		5/18/11	
Buxbaum, Shirley	CC	COOP	Food Service		5/4/11	
Enlow, Carla	LINC	COOP	Food Service		4/14/11	
Fisher, Sallie	SH	COOP	Food Service		4/19/11	
Flores, Tammy	JH	COOP	Food Service			
Fritschie, Beth	GEIL	COOP	Food Service		5/4/11	
Gibbons, Susan	SH	COOP	Food Service		out	
Kaufman, Pat	JH	COOP	Food Service		retired	
Marcus, Susan	SH	COOP	Asst. Baker	11/11/2011		8/18/11

McDavid, Melinda	SH/LINC	COOP	Food Service		4/14/11	
Parrish, Alice	JH	COOP	Food Service		4/27/11	
Rodriquez, Gloria	SH	COOP	Food Service		retired	
Rowe, Karla	NFLD	COOP	Food Service		5/20/11	
Schoeneman, Pam	JH	COOP	Asst. Cook	11/11/2011		8/16/11
Schroeder, Lois	GEIL	COOP	Food Service		5/4/11	
Smallfoot, Bonnie	SH	COOP	Food Service			
St. Pierre, Sheri	JH	COOP	Food Service		out	
York, Andrea	SH	COOP	Baker	11/11/2011		8/16/11

JULIE COCHRAN - Preschool Coordinator

NAME	BLDG	EVALUATOR	POSITION	8-WEEK EVAL	ANNUAL EVAL
Corona, Rebecca	PRESCHL	COCHRAN	Aide Preschool		5/13/11
Carillo, Barbara	PRESCHL	COCHRAN	Aide Preschool		5/18/11
Kinnaman, Jill	PRESCHL	COCHRAN	Aide Preschool		
McDowell, Paula	PRESCHL	COCHRAN	Aide Preschool		5/18/11
Neuwirth, Laura B.	PRESCHL	COCHRAN	Aide Preschool		5/18/11
Sabala, Tiffany	PRESCHL	COCHRAN	Aide Preschool		5/18/11

GEIL ELEMENTARY

**MARY KAY HAUN - Principal
CERTIFIED - PROBATIONARY**

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY	PHASE I	PHASE II
Johnson, Brandy	GEIL	HAUN	2nd Teacher	XX		
				1st Formal Obs	Summative Rpt	Summative Rpt
				2nd Formal Obs		
				Summative Rpt		
hired 8/11/2010						

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY	PHASE I	PHASE II
Jolliffe, Bethany	GEIL	HAUN	Kinder Teacher	XX		
				1st Formal Obs	Summative Rpt	Summative Rpt
				2nd Formal Obs		
				Summative Rpt		
hired 8/12/2011						

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHASE I
Harrison, Sue	GEIL	HAUN	1st Teacher	XX				
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				
hired 8/12/2011								

PHASE I - GEIL

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHASE I
Jenkins, Natalie	GEIL	HAUN	High Ability Teacher			XX		
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				
hired 8/19/2002								

Knapper, Barb	GEIL	HAUN	1st Teacher			XX		
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				
hired 8/24/1993								

Knight, Kory	GEIL	HAUN	6th Teacher			XX		
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				
hired 8/13/2008								

Schadwinkel, Craig	GEIL	HAUN	PE Teacher			XX		
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				
hired 8/25/1980								

Svoboda, Troy	GEIL	HAUN	3rd Teacher			XX		
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				
hired 9/26/1988								

Foster, Claire	GEIL	HAUN	Kinder Teacher	1st Formal Obs		Summative Rpt			Summative Rpt
hired 8/19/2002				2nd Formal Obs					
				Summative Rpt					
Hulbert, Susan	GEIL	HAUN	4th Teacher	1st Formal Obs		Summative Rpt			Summative Rpt
hired 8/21/1991				2nd Formal Obs					
				Summative Rpt					
Keller, Kathy	GEIL	HAUN	3rd Teacher	1st Formal Obs		Summative Rpt			Summative Rpt
hired 8/23/1982				2nd Formal Obs					
				Summative Rpt					
Maser, Beth	GEIL	HAUN	3rd Teacher	1st Formal Obs		Summative Rpt			Summative Rpt
hired 8/19/2002				2nd Formal Obs					
				Summative Rpt					
Propp, Kathy	GEIL	HAUN	Vocal Music	1st Formal Obs		Summative Rpt			Summative Rpt
hired 8/19/2002				2nd Formal Obs					
				Summative Rpt					

GEIL - CLASSIFIED

NAME	BLDG	EVALUATOR	POSITION	8-WEEK EVAL	ANNUAL EVAL	HIRE DATE
Becker, Kristi	GEIL	HAUN	Instructional Para		X	8/12/10
Brunner, Pam	GEIL	HAUN	Comp Sci Para		X	3/3/95
Christian, Greg	GEIL	HAUN	Custodian	?		4/7/11
Custer, Chelsea	GEIL	HAUN	Spec. Educ. Para		X	8/18/08
Gingrich, Kathleen	GEIL	HAUN	Media Para		X	8/25/88

Gregory, Kristie	GEIL	HAUN	Instructional Para		X	9/8/08
Holliday, Kathy	GEIL	HAUN	Instructional Para		X	1/5/06
Hunzeker, Diane	GEIL	HAUN	Instructional Para		X	9/21/09
Locker, Gwen	GEIL	HAUN/OLIVARES	School Nurse		X	11/8/04
Lyons, Laura	GEIL	HAUN	Instructional Para		X	8/18/08
Marsh, Jill	GEIL	HAUN	Instructional Para		X	12/14/06
Mendoza, Jane	GEIL	HAUN	Instructional Para		X	9/11/89
Pfortmiller, Vicki	GEIL	HAUN	Instructional Para		X	8/18/09
Sabala, Martha	GEIL	HAUN	Instructional Para	X		8/16/11
Schild, Roberta	GEIL	HAUN	Resource Para		X	8/30/99
Straetker, Marjory	GEIL	HAUN	Instructional Para		X	8/23/02
Torres, Homero	GEIL	HAUN	Custodian		X	9/7/99
Walker, Jodie	GEIL	HAUN	Secretary	X		8/30/1999

LINCOLN ELEMENTARY

GEORGE SCHLOTHAUER - Principal

CERTIFIED - PROBATIONARY

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I			PHASE II
				1st Formal Obs	2nd Formal Obs	Summative Rpt	Summative Rpt	Summative Rpt	
Bader, Holly	LINC	SCHLOTHAUER	Teacher - 1st	XX					
				1st Formal Obs		Summative Rpt		Summative Rpt	
				2nd Formal Obs	2/28/11				
				Summative Rpt	5/24/11				

Foos, Kenda	LINC	SCHLOTHAUER	Special Ed	XX					
				1st Formal Obs	10/28/11	Summative Rpt		Summative Rpt	
				2nd Formal Obs	2/4/11				
				Summative Rpt	5/23/11				

Harre, Jen	LIN/CC	SCHLOTHAUE	School Nurse	XX		Summative Rpt		Summative Rpt
				1st Formal Obs	5/1/11			
				2nd Formal Obs				
				only 1 eval		Summative Rpt		

Holmes, Emily	LINC	SCHLOTHAUE	Teacher - K	XX		Summative Rpt		Summative Rpt
				1st Formal Obs	11/15/11			
				2nd Formal Obs	2/10/11			
				Summative Rpt	5/24/11			

PHASE I - LINCOLN

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHA
Bailey, Terry	LINC	SCHLOTHAUE	Teacher - 5th	XX		Summative Rpt	5/24/2011	Summative Rpt
				1st Formal Obs				
				2nd Formal Obs				
				Summative Rpt				

Brester, Angie	LINC	SCHLOTHAUE	Teacher - 3rd	XX		Summative Rpt	5/24/2011	Summative Rpt
				1st Formal Obs				
				2nd Formal Obs				
				Summative Rpt				

Cardwell, Kim	LINC	SCHLOTHAUE	Teacher - 4th	XX		Summative Rpt	5/24/2011	Summative Rpt
				1st Formal Obs				
				2nd Formal Obs				
				Summative Rpt				

XX Indicates the Phase

PHASE I - LINCOLN (cont'd)

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHA
						XX		

Green, Keaton	LINC	SCHLOTHAUE	Teacher - 5th	1st Formal Obs	Summative Rpt	5/24/2011	Summative Rpt
				2nd Formal Obs			
				Summative Rpt			

Mendoza, Mary Jo	LINC	SCHLOTHAUE	Counselor		Summative Rpt	5/24/2011	Summative Rpt
				1st Formal Obs			
				2nd Formal Obs			
				Summative Rpt			

Mitchell, Cindy	LINC	SCHLOTHAUE	Teacher - K		Summative Rpt	5/24/2011	Summative Rpt
				1st Formal Obs			
				2nd Formal Obs			
				Summative Rpt			

Steele, Tracy	LINC	SCHLOTHAUE	Teacher - 4th		Summative Rpt	5/24/2011	Summative Rpt
				1st Formal Obs			
				2nd Formal Obs			
				Summative Rpt			

Tofflemire, Leigh Ann	LINC	SCHLOTHAUE	Teacher - Music		Summative Rpt	5/24/2011	Summative Rpt
				1st Formal Obs			
				2nd Formal Obs			
				Summative Rpt			

XX Indicates the Phase

PHASE II - LINCOLN

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY	PHASE I	PHA
Becking, Farrell	LINC	SCHLOTHAUE	Teacher - 6th		Summative Rpt	Summative Rpt
				1st Formal Obs		
				2nd Formal Obs		
				Summative Rpt		XX

Kocer, Lynne	LINC	SCHLOTHAUE	Teacher - 2nd						XX
				1st Formal Obs		Summative Rpt			Summative Rpt
				2nd Formal Obs					
				Summative Rpt					

Lyles, Judi	LINC	SCHLOTHAUE	Teacher - 6th						XX
				1st Formal Obs		Summative Rpt			Summative Rpt
				2nd Formal Obs					
				Summative Rpt					

Sample, Jeanne	LINC	SCHLOTHAUE	Reading Coord.						XX
				1st Formal Obs		Summative Rpt			Summative Rpt
				2nd Formal Obs					
				Summative Rpt					

Stark, Michele	LINC	SCHLOTHAUE	Teacher - 3rd						XX
				1st Formal Obs		Summative Rpt			Summative Rpt
				2nd Formal Obs					
				Summative Rpt					

XX Indicates the Phase

PHASE III - LINCOLN

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHA	
Barker, Caleigh	LINC	SCHLOTHAUE	Teacher - 1st						
				1st Formal Obs		Summative Rpt			Summative Rpt
				2nd Formal Obs					
				Summative Rpt					

Martin, Jack	LINC	SCHLOTHAUE	Teacher - PE					
				1st Formal Obs		Summative Rpt		
				2nd Formal Obs				

Summative Rpt				
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Roth, Ronda	LINC	SCHLOTHAUE	Teacher -Resource					
				1st Formal Obs		Summative Rpt		Summative Rp
				2nd Formal Obs				
				Summative Rpt				

Schild, Deb	LINC	SCHLOTHAUE	Teacher - 1st					
				1st Formal Obs		Summative Rpt		Summative Rp
				2nd Formal Obs				
				Summative Rpt				

X Indicates the Phase

LINCOLN - CLASSIFIED

NAME	BLDG	EVALUATOR	POSITION	8-WEEK EVAL	ANNUAL EVAL
Blaylock, Avis	LINC	SCHLOTHAUE	Media Aide		5/19/11
Bustinza, Angela	LINC	SCHLOTHAUE	Instructional Aide		5/23/11
Collins, Robin	LINC	SCHLOTHAUE	Instructional Aide		5/23/11
Davis, Dorothy	LINC	SCHLOTHAUE	Instructional Aide		5/16/11
Gatch, Kathy	LINC	SCHLOTHAUE	Special Ed Aide		5/17/11
Jolliffe, Richard	LINC	SCHLOTHAUE	Instructional Aide		5/16/11
Kanarick, Marci	LINC	SCHLOTHAUE	Secretary		
Larson, Darci	LINC	SCHLOTHAUE	Kindergarten Aide		5/19/11
Leeper, Stephanie	LINC	SCHLOTHAUE	Computer Aide		5/19/11
Moreno, Melissa	LINC	SCHLOTHAUE	Instructional Aide	10/12/10	5/19/11
Muhr, LeRoy	LINC	SCHLOTHAUE	Custodian		5/27/11
Smallfoot, Bonnie	LINC	SCHLOTHAUE	Custodian		5/19/11
Suhr, Collette	LINC	SCHLOTHAUE	Instructional Aide		5/19/11
Wendt, Kay	LINC	SCHLOTHAUE	Kindergarten Aide		5/19/11

Highlighted names indicate new staff needing 8 week evaluations

NORTHFIELD ELEMENTARY

PAM BARKER - Principal
CERTIFIED - PROBATIONARY

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I			PHA
Anderson, Tonya	NFLD	BARKER	Teacher -2nd	XX		Summative Rpt			Summative Rp
				1st Formal Obs	12/7/10				
				2nd Formal Obs	04/16/11				
				Summative Rpt	5/24/11				

Bates, Chad	NFLD	BARKER	Teacher - 5th	XX		Summative Rpt			Summative Rp
				1st Formal Obs	12/6/10				
				2nd Formal Obs	03/17/11				
				Summative Rpt	5/24/11				

Kobza, Alisha	NFLD	BARKER	Learning Lab	XX		Summative Rpt			Summative Rp
				1st Formal Obs	12/8/10				
				2nd Formal Obs	05/04/11				
				Summative Rpt	5/24/11				

Morales, Naomi	NFLD	BARKER	Teacher - 5th	XX		Summative Rpt			Summative Rp
				1st Formal Obs	12/06/10				
				2nd Formal Obs	05/16/11				
				Summative Rpt	05/24/11				

Peterson, Lori	NFLD	BARKER	Teacher - 2nd	XX		Summative Rpt			Summative Rp
				1st Formal Obs	12/09/10				
				2nd Formal Obs	04/18/11				
				Summative Rpt	05/20/11				

Pieper, Megan	NFLD	BARKER	Teacher - 1st	XX		Summative Rpt			Summative Rp
				1st Formal Obs	12/01/10				
				2nd Formal Obs	03/17/11				
				Summative Rpt	05/24/11				

				XX					
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Sherfey, Candice	NFLD	BARKER	Teacher - K	1st Formal Obs	12/10/10	Summative Rpt		Summative Rpt
				2nd Formal Obs	03/30/11			
				Summative Rpt	05/24/11			

XX Indicates the Phase

PHASE I - NFLD

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHA
Kelley, Katy	NFLD	BARKER	Teacher - 2nd			XX		
				1st Formal Obs		Summative Rpt	5/24/2011	Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

Propp, Carol	NFLD	BARKER	Teacher - Title I			XX		
				1st Formal Obs		Summative Rpt	5/24/2011	Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

Pszanka, Brenda	NFLD	BARKER	Teacher - 4th			XX		
				1st Formal Obs		Summative Rpt	5/24/2011	Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

Rose, Kathy	NFLD	BARKER	Teacher- Music			XX		
				1st Formal Obs		Summative Rpt	5/24/2011	Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

Schwartz, Jennifer	NFLD	BARKER	Teacher - PE			XX		
				1st Formal Obs		Summative Rpt	5/24/2011	Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

Unick, Kathy	NFLD	BARKER	Teacher - Resource				XX			
				1st Formal Obs		Summative Rpt	5/23/2011	Summative Rpt		
				2nd Formal Obs						
Summative Rpt										

XX Indicates the Phase

PHASE II - NFLD

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHASE II
Drumheller, Cindy	NFLD	BARKER	Teacher - 1st					XX
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
Summative Rpt								

Hiegel, Lori	NFLD	BARKER	Teacher - 3rd					XX
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
Summative Rpt								

Manasek, Barb	NFLD	BARKER	Teacher - 4th					XX
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
Summative Rpt								

McKibbin, Micki	NFLD	BARKER	Teacher - Resource					XX
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
Summative Rpt								

Sabo, Dawn	NFLD	BARKER	Teacher - 3rd					XX
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
Summative Rpt								

PHASE III- NFLD

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHASE II
Cawiezell, Luanne	NFLD	BARKER	Teacher 6th					
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

Fulk, Christy	NFLD	BARKER	Teacher - K					
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

XX Indicates the Phase

PHASE III- NFLD (cont'd)

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHASE II
Janecek, Matt	NFLD	BARKER	Counselor					
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

Janecek, Mickie	NFLD	BARKER	Teacher - K					
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

Kniss, Kathleen	NFLD	BARKER	Teacher - 5th					
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

Michael, Becky	NFLD	BARKER	Instructional Coach	1st Formal Obs	Summative Rpt			Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

Nochi, Sandi	NFLD	BARKER	Teacher - 6th	1st Formal Obs	Summative Rpt			Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

Ross, Elsa	NFLD	BARKER	Teacher - 3rd	1st Formal Obs	Summative Rpt			Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

XX Indicates the Phase

CLASSIFIED - NFLD

NAME	BLDG	EVALUATOR	POSITION	8-WEEK EVAL	ANNUAL EVAL
Anderson, Robynne	NFLD	BARKER	Instructional Aide		5/16/11
Bernhardt, Jackie	NFLD	BARKER	Instructional Aide		5/19/11
Bohl, Shannon	NFLD	BARKER	Instructional Aide		5/16/11
Brannan, Alex	NFLD	BARKER	After School Para		5/16/11
Castro, Hope	NFLD	BARKER	Instructional Aide		5/16/11
Cecava, Lois	NFLD	BARKER	School Nurse		5/20/11
Closson, Mary Ann	NFLD	BARKER	Technology Aide		5/13/11
Demoret, Sara	NFLD	BARKER	Instructional Aide		5/16/11

CLASSIFIED - NFLD			2012
NAME	BLDG	EVALUATOR	POSITION
Bernhardt, Jackie	NFLD	BARKER	Resource Pa
Brannan, Alexanderi a	NFLD	BARKER	ASP Para E
Castro, Hope	NFLD	BARKER	Instructional
Cecava, Lois	NFLD	BARKER	School Nurs
Closson, Mary Ann	NFLD	BARKER	Computer S
Demoret, Sara	NFLD	BARKER	Instructional
Fernandez, Miguel	NFLD	BARKER	Custodian

Dorador, Rodney	NFLD	BARKER	Custodian		5/16/11
Fernandez, Miguel	NFLD	BARKER	Custodian		transferred to CC
Garcia, Gabby	NFLD	BARKER	After School Para		5/16/11
Garza, Janie	NFLD	BARKER	Instructional Aide		5/16/11
Gross, Robyn	NFLD	BARKER	Instructional Aide		5/13/11
Hernandex, Tom	NFLD	BARKER	After School Para		5/16/11
House, Geoff	NFLD	BARKER	Instructional Aide	Sep-10	resigned
James, Nancy	NFLD	BARKER	Learn Lab Aide		5/16/11
Jensen, Sarah	NFLD	BARKER	Instructional Aide		5/16/11
Kaus, Harold	NFLD	BARKER	Custodian		5/16/11
Knaub, Katie	NFLD	BARKER	Instructional Aide	Sep-10	5/16/11
Lathrop, Lindsey	NFLD	BARKER	Instructional Aide	10/10/11	
Miller, Linda	NFLD	BARKER	Instructional Aide		5/18/11
Osborn, Terri	NFLD	BARKER	Instructional Aide	10/10/11	
Quick, Jeannine	NFLD	BARKER	Learn Lab Aide		5/16/11
Schnell, Ellen	NFLD	BARKER	Secretary		
Sims, Ronnie	NFLD	BARKER	Learn Lab Aide		5/16/11
Sims, Ronnie	NFLD	BARKER	ASP Coordinator		5/16/11
Smith, Michelle	NFLD	BARKER	Instructional Aide		5/16/11
Trauernicht, Terri	NFLD	BARKER	Instructional Aide		5/16/11
Walker, Larry	NFLD	BARKER	Instructional Aide		5/18/11
Ward, Ginny	NFLD	BARKER	Media Aide		5/12/11
Ysac, Deanna	NFLD	BARKER	Learn Lab Aide	10/10/11	

Foland, Joe	NFLD	BARKER	ASP Para E		
Garcia, Gabriela	NFLD	BARKER	ASP Para E		
Garza, Janie	NFLD	BARKER	Instructional		
Gross, Robyn	NFLD	BARKER	Instructional		
Guterriez, Tara	NFLD	BARKER	Instructional		
James, Nancy	NFLD	BARKER	Learning Lab		
Jensen, Sarah	NFLD	BARKER	Instructional		
Lathrop, Lindsey	NFLD	BARKER	Instructional		
Miller, Linda	NFLD	BARKER	Resource Pa		
Osborn, Terri	NFLD	BARKER	Instructional		
Quick, Jeannine	NFLD	BARKER	Learn Lab P		
Schnell, Ellen	NFLD	BARKER	Secretary		
Sims, Ronnie	NFLD	BARKER	ASP Site Coordin.		
Smith, Michelle	NFLD	BARKER	Instruction		
Trauernicht, Terri	NFLD	BARKER	Instructional		
Ward, Ginny	NFLD	BARKER	Media Para		
Ysac, Deanna	NFLD	BARKER	Learning Lab		

CEDAR CANYON

BETTY SMITH - Principal

PROBATIONARY

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHA	
Funk, Stanna	CC	B. SMITH	Teacher - 5 & 6	XX					
				1st Formal Obs	11/16/11		Summative Rpt		Summative Rpt
				2nd Formal Obs	4/11/11				
				(Goals) Summative Rpt	11/16/10				

Rounds, Amanda	CC	B. SMITH	SPED Teacher	XX					
				1st Formal Obs	11/16/11		Summative Rpt		Summative Rpt
				2nd Formal Obs	5/10/11				
				(Goals) Summative Rpt	10-11				

Smith, Allison	CC	B. SMITH	Teacher - 2nd	XX					
				1st Formal Obs	11/16/11		Summative Rpt		Summative Rpt
				2nd Formal Obs					
				(Goals) Summative Rpt	11/26/2010				

Zeiler, Monty	CC	B. SMITH	Teacher - 3 & 4	XX					
				1st Formal Obs	12/7/11		Summative Rpt		Summative Rpt
				2nd Formal Obs	4/26/11				
				Summative Rpt	12/13/10				

PHASE I - Cedar Canyon

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHA	
Barney, Veronica	CC	B. SMITH	Teacher - PE/Resource			XX			
				1st Formal Obs			Summative Rpt	5/23/11	Summative Rpt
				2nd Formal Obs					
				Summative Rpt					

						XX		
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Beatty, Peg	CC	B. SMITH	Teacher - 1st	1st Formal Obs	Summative Rpt	5/13/11	Summative Rpt
				2nd Formal Obs			
				Summative Rpt			

Land, Judy	CC	B. SMITH	Teacher - K		Summative Rpt	5/16/11	Summative Rpt
				1st Formal Obs			
				2nd Formal Obs			
				Summative Rpt			

XX Indicates the Phase

PHASE I (cont'd)

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHA
McAndrew, Martin	CC	B. SMITH	Media Specialist		Summative Rpt	5/25/11	Summative Rpt	
				1st Formal Obs				
				2nd Formal Obs				
				Summative Rpt				

Taedter, Cori	CC	B. SMITH	Teacher - Music		Summative Rpt	5/25/11	Summative Rpt
				1st Formal Obs			
				2nd Formal Obs			
				Summative Rpt			

Wobig, Ruth	CC	B. SMITH	Teacher - 4th & 5th		Summative Rpt	5/13/11	Summative Rpt
				1st Formal Obs			
				2nd Formal Obs			
				Summative Rpt			

XX Indicates the Phase

CLASSIFIED - CEDAR CANYON

NAME	BLDG	EVALUATOR	POSITION	8-WEEK EVAL	ANNUAL EVAL
Anderson, Susan	CC	B. SMITH	Instructional Aide		3/9/11
Bays, John	CC	B. SMITH	Instructional Aide		11/8/10
Brown, Lisa	CC	B. SMITH	Secretary		5/25/11
Euresta, JoAnn	CC	B. SMITH	Instructional Aide		3/14/11
Reinbold, Robin	CC	B. SMITH	Instructional Aide		11/11/10
Torres, Elio	CC	B. SMITH	Custodian		resigned
Taylor, Tiffanie	CC	B. SMITH	Instructional Aide		12/16/10

Highlighted names indicate new employees requiring an 8-week evaluation

JUNIOR HIGH SCHOOL

DORA OLIVARES

PROBATIONARY - JUNIOR HIGH

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHASE II
Broderick, Michael	JH	OLIVARES	Social Studies	XX				
				1st Formal Obs	10/7/10	Summative Rpt		Summative Rpt
				2nd Formal Obs	1/10/11			
				Tchr Assist Pla	3/15/11			
				Summative Rpt	5/19/11			

Cobos, Richard	JH	OLIVARES	Math Teacher	XX				
				1st Formal Obs	10/21/10	Summative Rpt		Summative Rpt
				2nd Formal Obs	2/9/11			
				Summative Rpt	5/24/11			

Gowin, Melanie	JH	OLIVARES	Media Specialist	XX				
				1st Formal Obs	12/13/10	Summative Rpt		Summative Rpt
				2nd Formal Obs	2/16/11			
				Summative Rpt	5/23/11			

				XX				
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Gross, Amy	JH	OLIVARES	Spec. Services	1st Formal Obs	11/10/10	Summative Rpt		Summative Rpt
				2nd Formal Obs	3/24/11			
				Summative Rpt	5/24/11			

Palser, Crystal	JH	OLIVARES	Computer Sci.	XX		Summative Rpt		Summative Rpt
				1st Formal Obs	9/24/10			
				2nd Formal Obs	2/16/11			
				Summative Rpt	5/23/11			

Prochazka, Misty	JH	OLIVARES	Band	XX		Summative Rpt		Summative Rpt
				1st Formal Obs	12/21/10			
				2nd Formal Obs	3/31/11			
				Summative Rpt	5/19/11			

XX Indicates the Phase

PROBATIONARY - JUNIOR HIGH (cont'd)

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHA
Propp, Amanda	JH	OLIVARES	Math	XX		Summative Rpt		Summative Rpt
				1st Formal Obs	9/21/10			
				2nd Formal Obs	3/25/11			
				Summative Rpt	5/23/11			

Treffer, Ben	JH	OLIVARES	Social Studies	XX		Summative Rpt		Summative Rpt
				1st Formal Obs	10/1/10			
				2nd Formal Obs	2/3/11			
				Summative Rpt	5/20/11			

PHASE I - JUNIOR HIGH

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHA
Hartwig, Mick	JH	OLIVARES	PE			XX		
				1st Formal Obs		Summative Rpt	5/20/2011	Summative Rpt

2nd Formal Obs				
Summative Rpt				

Kleager, Marsha	JH	OLIVARES	Social Studies						
				1st Formal Obs		Summative Rpt	5/23/2011		Summative Rpt
				2nd Formal Obs					
				Summative Rpt					

Raines, Randy	JH	KNOTT	Band						
				1st Formal Obs		Summative Rpt			Summative Rpt
				2nd Formal Obs					
				Summative Rpt					

Richter, Chuck	JH	OLIVARES	Industrial Tech						
				1st Formal Obs		Summative Rpt	5/19/11		Summative Rpt
				2nd Formal Obs					
				Summative Rpt					

Zitterkopf, Jan	JH	KNOTT	Fam. Con. Sci.						
				1st Formal Obs		Summative Rpt			Formal Eval
				2nd Formal Obs					
				Summative Rpt					

XX Indicates the Phase

PHASE II - JR HIGH

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHASE II
Keller, Kristi	JH	OLIVARES	Science					XX
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

Jenkins, Natalie	JH	HAUN	HAL					XX
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				

Summative Rpt				
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Siebke, Julie	JH	OLIVARES	Counselor						XX
				1st Formal Obs		Summative Rpt			Summative Rpt
				2nd Formal Obs					
				Summative Rpt					

Van Dyke, Julie	JH	OLIVARES	Science						XX
				1st Formal Obs		Summative Rpt			Summative Rpt
				2nd Formal Obs					
				Summative Rpt					

PHASE III - JR HIGH

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHA	
Anderson, Janelle	JH	OLIVARES	Science						
				1st Formal Obs		Summative Rpt			Summative Rpt
				2nd Formal Obs					
				Summative Rpt					

Couch, Scott	JH	KNOTT	Art						
				1st Formal Obs		Summative Rpt			Summative Rpt
				2nd Formal Obs					
				Summative Rpt					

Mathews, Janelle	JH	OLIVARES	Resource						
				1st Formal Obs		Summative Rpt			Summative Rpt
				2nd Formal Obs					
				Summative Rpt					

XX Indicates the Phase

PHASE III - JR HIGH (cont'd)

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHA
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Osborn, Brianne	JH	OLIVARES	English	1st Formal Obs	Summative Rpt		Summative Rpt
				2nd Formal Obs			
				Summative Rpt			

Russell, Melody	JH	OLIVARES	Math	1st Formal Obs	Summative Rpt		Summative Rpt
				2nd Formal Obs			
				Summative Rpt			

Sharp, Judy	JH	OLIVARES	PE	1st Formal Obs	Summative Rpt		Summative Rpt
				2nd Formal Obs			
				Summative Rpt			

Smith, Yvonne	JH	OLIVARES	English	1st Formal Obs	Summative Rpt		Summative Rpt
				2nd Formal Obs			
				Summative Rpt			

XX Indicates the Phase

CLASSIFIED - JUNIOR HIGH

NAME	BLDG	EVALUATOR	POSITION	8-WEEK EVAL	ANNUAL EVAL
Fulk, Alisa	JH	OLIVARES	Secretary		5/18/11
Gingrich, Dennis	JH	OLIVARES	Instructional Para		5/24/11
Hinojosa, Fred	JH	OLIVARES	Custodian		5/19/11
Kaufman, Susie	JH	OLIVARES	Secretary		5/18/11
Montague, Linda	JH	OLIVARES	Media Aide		
North, Irene	JH	OLIVARES	Instructional Para		5/24/11
Reason, Karen	JH	OLIVARES	Instructional Para		5/24/11

Relka, Justin	JH	OLIVARES	ISS Para		5/26/11
Torres, Gloria	JH	OLIVARES	Custodian		5/19/11
Yarwood, Deb	JH	OLIVARES	SPED Aide		5/24/11

Highlighted names indicate new employees requiring an 8-week evaluation

FRESHMAN ACADEMY / ALLEN KNOTT - Assistant Principal

ALLEN KNOTT - Assistant Principal

CERTIFIED - PROBATIONARY

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I			PHA
Linn, Amanda	FR. ACAD.	HUB/KNOTT	Special Educat.	XX					
				1st Formal Obs	1/11/10		Summative Rpt		Summative Rp
				2nd Formal Obs	4/27/11				
				Summative Rpt					

Palser, Crystal	FR. ACAD.	OLIVARES	Comp. Science	XX					
				1st Formal Obs	9/24/10		Summative Rpt		Summative Rp
				2nd Formal Obs	2/16/11				
				Summative Rpt					

Sulu, Pedro	FR. ACAD.	KNOTT	Spanish	XX					
				1st Formal Obs			Summative Rpt		Summative Rp
				2nd Formal Obs					
				Summative Rpt					

PHASE I - Freshman Academy

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I			PHA
Green, Patricia	FR. ACAD.	KNOTT	Computers						
				1st Formal Obs			Summative Rpt		Summative Rp
				2nd Formal Obs					
				Summative Rpt					

Hadenfeldt, Lisa	FR. ACAD.	KNOTT	English						
				1st Formal Obs			Summative Rpt		Summative Rp

2nd Formal Obs				
Summative Rpt				

Millay, Peggy	FR. ACAD.	KNOTT	GAP						
				1st Formal Obs		XX			Summative Rpt
				2nd Formal Obs					
				Summative Rpt					

North, Paul	FR. ACAD.	SEILER	Social Studies						
				1st Formal Obs		XX			Summative Rpt
				2nd Formal Obs					
				Summative Rpt					

XX Indicates the Phase

PHASE I - Freshman Academy (cont'd)

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHA	
Raines, Randy	JH/FA/SH	KNOTT	Instrumental Music						
				1st Formal Obs		XX			Summative Rpt
				2nd Formal Obs					
				Summative Rpt					

Smith, Gary	FR. ACAD.	KNOTT	Math						
				1st Formal Obs		XX			Summative Rpt
				2nd Formal Obs					
				Summative Rpt					

Trautman, Jill	FR. ACAD.	KNOTT	Special Ed						
				1st Formal Obs		XX			Summative Rpt
				2nd Formal Obs					
				Summative Rpt					

Zitterkopf, Jan	JH/FA/SH	KNOTT	Fam. Con. Science						
				1st Formal Obs		XX			Summative Rpt
				2nd Formal Obs					

Summative Rpt				
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PHASE II

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHASE II
Busby, Kim	FR. ACAD.	KNOTT	Math					XX
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

Coon, Diane	FR. ACAD.	KNOTT	Science					XX
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

XX Indicates the Phase

PHASE III

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHASE II
Clark, Justin	FR. ACAD.	KNOTT	Social Studies					
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

Couch, Scott	FR. ACAD.	KNOTT	Art					
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

Land, Steve	FR. ACAD.	KNOTT	Industrial Tech	1st Formal Obs	Summative Rpt		Summative Rpt
				2nd Formal Obs			
				Summative Rpt			

Marez, Rick	FR. ACAD.	E. HUBBARD	Counselor	1st Formal Obs	Summative Rpt		Summative Rpt
				2nd Formal Obs			
				Summative Rpt			

Rhodes, Jimmie	FA/SH	KNOTT	P.E.	1st Formal Obs	Summative Rpt		Summative Rpt
				2nd Formal Obs			
				Summative Rpt			

XX Indicates the Phase

CLASSIFIED - FRESHMAN ACADEMY

NAME	BLDG	EVALUATOR	POSITION	8-WEEK EVAL	ANNUAL EVAL
Blanco, Phyllis	FR. ACAD.	KNOTT	Secretary		
DeOllos, Fred	FR. ACAD.	KNOTT	Custodian		

SENIOR HIGH SCHOOL

ELDON HUBBARD, PRINCIPAL

CERTIFIED STAFF

NAME	BLDG	EVALUATOR	POSITION	PHASE	ANNUAL EVAL
Knott, Allen	JH	HUBBARD	Asst. Principal		
O'Boyle, Tom	SH	HUBBARD	Activities Director		
Seiler, Shawn	SH	HUBBARD	Asst. Principal		12/20/10

PROBATIONARY - SR HIGH

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I			PHA
Boggs, Annie	SH	E. HUBBARD	Media Specialist	XX					
				1st Formal Obs	11/1/10		Summative Rpt		Summative Rp
				2nd Formal Obs	3/3/11				
				Summative Rpt	5/18/11				

Hughes, Randy	SH	SEILER	Science	XX					
				1st Formal Obs	11/10/10		Summative Rpt		Summative Rp
				2nd Formal Obs	3/3/11				
				Summative Rpt					

Lashley, Dave	SH	E. HUBBARD	Counselor	XX					
				1st Formal Obs	11/4/10		Summative Rpt		Summative Rp
				2nd Formal Obs	3/8/11				
				Summative Rpt					

Linn, Amanda	SH	E. HUB/KNOTT	Special Education	XX					
				1st Formal Obs	11/11/10		Summative Rpt		Summative Rp
				2nd Formal Obs	4/27/11				
				Summative Rpt					

Millay, Peggy	SH/GAP	KNOTT	GAP	XX					
				1st Formal Obs			Summative Rpt		Summative Rp
				2nd Formal Obs					
				Summative Rpt					

XX Indicates the Phase

PROBATIONARY - SR HIGH (cont'd)

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I			PHASE II
Nolting, Deb	SH	SEILER	English	XX		Summative Rpt			Summative Rpt
				1st Formal Obs	9/21/10				
				2nd Formal Obs	3/2/11				
				Summative Rpt	5/24/11				

Palser, Crystal	FA / JH	E. HUBBARD / OLIVARES	Computers	XX		Summative Rpt			Summative Rpt
				1st Formal Obs	9/24/10				
				2nd Formal Obs	2/16/11				
				Summative Rpt	5/23/11				

Pittman, Jace	SH	E. HUBBARD	Science	XX		Summative Rpt			Summative Rpt
				1st Formal Obs	10/28/10				
				2nd Formal Obs	3/8/11				
				Summative Rpt					

Sulu, Pedro	SH	KNOTT/ E. HUBBARD	Foreign Lang.	XX		Summative Rpt			Summative Rpt
				1st Formal Obs					
				2nd Formal Obs					
				Summative Rpt					

Thompson, Tyler	SH	SEILER	Speech	XX		Summative Rpt			Summative Rpt
				1st Formal Obs	10/19/10				
				2nd Formal Obs	2/14/11				
				Summative Rpt	5/24/11				

XX Indicates the Phase

PHASE I - SR. HIGH

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHA
Brown, Broc	SH	E. HUBBARD	Computers			XX		
				1st Formal Obs	Summative Rpt		Summative Rpt	
				2nd Formal Obs				
				Summative Rpt				

Cook, Chris	SH	E. HUBBARD	Art			XX		
				1st Formal Obs	Summative Rpt		Summative Rpt	
				2nd Formal Obs				
				Summative Rpt				

Freeburg, Adam	SH	E. HUBBARD	PE			XX		
				1st Formal Obs	Summative Rpt		Summative Rpt	
				2nd Formal Obs				
				Summative Rpt				

Gable, Stevie	SH	E. HUBBARD	Fam. Con. Science			XX		
				1st Formal Obs	Summative Rpt		Summative Rpt	
				2nd Formal Obs				
				Summative Rpt				

Green, Pat	FR. ACAD.	KNOTT	Computers			XX		
				1st Formal Obs	Summative Rpt		Summative Rpt	
				2nd Formal Obs				
				Summative Rpt				

Hadenfeldt, Lisa	FR. ACAD.	KNOTT	English			XX		
				1st Formal Obs	Summative Rpt		Summative Rpt	
				2nd Formal Obs				
				Summative Rpt				

Hamer, Sharyl	SH	E. HUBBARD	Counselor			XX		
				1st Formal Obs	Summative Rpt		Summative Rpt	

2nd Formal Obs					
Summative Rpt					

XX Indicates the Phase

PHASE I - SR. HIGH (cont'd)

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHA
Helgerson, Lane	SH	E. HUBBARD	English			XX		
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				
Larson, Kelli	SH / FA	E. HUBBARD	Math/ Science			XX		
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				
North, Paul	FR. ACAD.	SEILER	Social Studies			XX		
				1st Formal Obs		Summative Rpt	5/16/2011	Summative Rpt
				2nd Formal Obs				
				Summative Rpt				
Raines, Randy	SH /FA/JH	KNOTT	Instrumental Music			XX		
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				
Salomon, Matt	SH	SEILER	Social Studies			XX		
				1st Formal Obs		Summative Rpt	5/19/2011	Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

Smith, Gary	FR. ACAD.	KNOTT	Math				XX		
				1st Formal Obs	Summative Rpt			Summative Rp	
				2nd Formal Obs					
				Summative Rpt					

Stobel, Andy	SH	SEILER	Foreign Lang.				XX		
				1st Formal Obs	Summative Rpt			Summative Rp	
				2nd Formal Obs					
				Summative Rpt					

Sweeney, Lisa	SH	SEILER	PE				XX		
				1st Formal Obs	Summative Rpt	5/24/2011		Summative Rp	
				2nd Formal Obs					
				Summative Rpt					

XX Indicates the Phase

PHASE I - SR. HIGH (cont'd)

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHA
Trautman, Jill	SH	E. HUBBARD	Special Education				XX	
				1st Formal Obs	Summative Rpt			Summative Rp
				2nd Formal Obs				
				Summative Rpt				

Vohland, Angie	SH	SEILER	Foreign Language				XX		
				1st Formal Obs	Summative Rpt			Summative Rp	
				2nd Formal Obs					
				Summative Rpt					

Zitterkopf, Jan	SH / FA	KNOTT	Fam. Con. Science				XX		
				1st Formal Obs	Summative Rpt			Summative Rp	
				2nd Formal Obs					
				Summative Rpt					

PHASE II - SR. HIGH

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHASE II
Anderson, Bob	SH	SEILER	Industrial Tech					XX
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

Busby, Kim	FR. ACAD.	KNOTT	Math					XX
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

Coon, Diane	FR. ACAD.	KNOTT	Science					XX
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

Graslie, Kim	SH	SEILER	Math					XX
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

XX Indicates the Phase

PHASE II - SR. HIGH (cont'd)

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHASE II
Kinnaman, Rick	SH	SEILER	Industrial Tech					XX
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

Revelle, Shelly	SH	E. HUBBARD	Vocal Music					XX
				1st Formal Obs		Summative Rpt		Summative Rpt
				2nd Formal Obs				
				Summative Rpt				

Couch, Scott	FR. ACAD.	KNOTT	Art	1st Formal Obs	Summative Rpt		Summative Rpt	
				2nd Formal Obs				
				Summative Rpt				

deMaranville, Jason	SH	SEILER	Social Studies	1st Formal Obs	Summative Rpt		Summative Rpt	
				2nd Formal Obs				
				Summative Rpt				

Ediger, Patti	SH	SEILER	Special Education	1st Formal Obs	Summative Rpt		Summative Rpt	
				2nd Formal Obs				
				Summative Rpt				

Johnson, Randy	SH	SEILER	Science	1st Formal Obs	Summative Rpt		Summative Rpt	
				2nd Formal Obs				
				Summative Rpt				

Land, Steve	FR. ACAD.	KNOTT	Industrial Tech	1st Formal Obs	Summative Rpt		Summative Rpt	
				2nd Formal Obs				
				Summative Rpt				

Marez, Rick	FR. ACAD.	E. HUBBARD	FA Counselor	1st Formal Obs	Summative Rpt		Summative Rpt	
				2nd Formal Obs				
				Summative Rpt				

Parker, Laurie	SH	HUBBARD	Math	1st Formal Obs	Summative Rpt		Summative Rpt	
				2nd Formal Obs				
				Summative Rpt				

Plummer, Randy	SH	E. HUBBARD	Busines	1st Formal Obs	Summative Rpt		Summative Rpt	
				2nd Formal Obs				
				Summative Rpt				

XX Indicates the Phase

PHASE III - SR HIGH (cont'd)

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY	PHASE I	PHASE II	PHASE III	
Rhodes, Jimmie	SH	KNOTT	Physical Ed	1st Formal Obs	Summative Rpt		Summative Rpt	
				2nd Formal Obs				
				Summative Rpt				

Schultz, Janelle	SH	SEILER	English	1st Formal Obs	Summative Rpt		Summative Rpt	
				2nd Formal Obs				
				Summative Rpt				

Stoltenberg, Joy	SH	SEILER	Special Education	1st Formal Obs	Summative Rpt		Summative Rpt	
				2nd Formal Obs				
				Summative Rpt				

XX Indicates the Phase

SR. HIGH CLASSIFIED

NAME	BLDG	EVALUATOR	POSITION	8-WEEK EVAL	ANNUAL EVAL
Black, Bruce	SH	E. HUBBARD	Custodian		
Deaver, Shana	SH	SEILER	Instructional Aide		

Hand, David	SH	SEILER	Instructional Aide		
Lewandowski, Renee	SH	E. HUBBARD	Secretary		
Livermont, Bill	SH	E. HUBBARD	Custodian		
Radzyski, Tammy	SH	E. HUBBARD	Secretary		
Raines, Deb	SH	SEILER	Instructional Aide		
Roland, Sharon	SH	SEILER	Secretary		
Rowlee, Shelley	HS	SEILER	SPED Aide		
Schadwinkel, Robin	HS	SEILER	Media Aide		

Highlighted names indicate new employees requiring an 8-week evaluation

COACH PERFORMANCE EVALUATIONS 2010-2011

NAME	BLDG	EVALUATOR	HEAD COACH POSITION	ANNUAL EVAL
Barker, Caleigh	FA/SH	O'Boyle	Girl's Cross Country	11/3/10
Barker, Caleigh	FA/SH	O'Boyle	Girl's Track	
Bonuchi, Molly	SH	O'Boyle	Girl's Softball	10/20/10
Clark, Justin	SH	O'Boyle	Boy's Soccer	5/16/11
Hamer, Russ	SH	O'Boyle	Boy's Golf	
Hartwig, Mick	SH	O'Boyle	Girl's Golf	12/2/10
Hughes, Randy	SD	O'Boyle	Varsity Wrestling	3/1/11
Freeburg, Adam	SH	O'Boyle	Girl's Basketball	3/1/11
Marez, Rick	JH/SH	O'Boyle	Boy's Cross Country	11/3/10
O'Boyle, Tom	SH	Hubbard	Varsity Football	
Plummer, Randy	SH	O'Boyle	Boy's Varsity Basketball	3/1/11
Plummer, Randy	FA/SH	O'Boyle	Boy's Track	5/24/11
Schadwinkel, Craig	SH	O'Boyle	Varsity Volleyball	11/22/10
Lisa Sweeney	SH	O'Boyle	Girl's Soccer	5/18/11

SE II		PHASE III	
		Formal Obs	
		Summative Rpt	

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ot		Formal Obs	
		Summative Rpt	

		Formal Obs	
		Summative Rpt	

		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
		Formal Obs	
		Summative Rpt	

ot		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
ot		Formal Obs	

		Summative Rpt	

ot		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
		XX	
ot		Formal Obs	
		Summative Rpt	

		XX	
ot		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
		Formal Obs	
		Summative Rpt	
SE II		PHASE III	
		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
ot		Formal Obs	
		Summative Rpt	

ot		Formal Obs	
		Summative Rpt	

ot		Formal Obs	
		Summative Rpt	

ot		Formal Obs	
		Summative Rpt	

ot		Formal Obs	
		Summative Rpt	

ot		Formal Obs	
		Summative Rpt	
ot		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
		Formal Obs	
		Summative Rpt	
		Formal Obs	
		Summative Rpt	
ot		Formal Obs	
		Summative Rpt	
ot			
		Summative Rpt	

ot		Formal Obs	
		Summative Rpt	
		Formal Obs	
		Summative Rpt	
		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
		XX	
ot		Formal Obs	
		Summative Rpt	

		XX	
ot		Formal Obs	
		Summative Rpt	
		XX	
ot		Formal Obs	
		Summative Rpt	
		XX	

st		Formal Obs	
		Summative Rpt	
		XX	
st			
		Summative Rpt	
		XX	
st			
		Formal Obs	
		Summative Rpt	

		XX	
st		Formal Obs	
		Summative Rpt	

		XX	
st		Formal Obs	
		Summative Rpt	



SE II		PHASE III	
ot		Formal Obs	
		Summative Rpt	

ot		Formal Obs	
		Summative Rpt	

		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

SE II		PHASE III	

st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
5/24/2011		Formal Obs	
		Summative Rpt	

5/24/2011		Formal Obs	
		Summative Rpt	

5/24/2011		Formal Obs	
		Summative Rpt	

5/24/2011		Formal Obs	
		Summative Rpt	

5/24/2011		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
		XX	
st		Formal Obs	4/6/2011
		Summative Rpt	5/24/2011

		XX	
st		Formal Obs	2/24/11
		Summative Rpt	5/31/11

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		XX	
st		Formal Obs	3/28/11
		Summative Rpt	5/23/11

		XX	
st		Formal Obs	2/24/11
		Summative Rpt	5/24/11

SE II		PHASE III	
st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

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st		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

ot		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
05/24/11		Formal Obs	
		Summative Rpt	

05/24/11		Formal Obs	
		Summative Rpt	

5/24/11		Formal Obs	
		Summative Rpt	

5/26/11		Formal Obs	
		Summative Rpt	

5/21/11		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
		XX	
st		Formal Obs	4/21/2011
		Summative Rpt	5/20/2011

		XX	
st		Formal Obs	1/17/2010
		Summative Rpt	5/23/2011

SE II		PHASE III	
		XX	
st		Formal Obs	5/20/2011
		Summative Rpt	5/24/2011

		XX	
st		Formal Obs	3/11/2011
		Summative Rpt	5/24/2011

		XX	
st		Formal Obs	3/9/2011
		Summative Rpt	5/23/2011

		XX	
ot		Formal Obs	5/20/2011
		Summative Rpt	5/24/2011

		XX	
ot		Formal Obs	3/24/2011
		Summative Rpt	5/24/2011

		XX	
ot		Formal Obs	2/9/2010
		Summative Rpt	5/20/2011

	8-WEEK EVAL	ANNUAL EVAL	HIRE DATE
ara		1/12	10/8/2007
ducator		1/12	9/9/2010
l Para K-3		1/12	3/28/1989
e		X	8/19/2002
ci Para		1/12	8/16/2006
l Para K-3		1/12	8/16/2006
		X	6/1/2009

ducator	X	12/1	8/23/2011
ducator		1/12	8/12/2010
Para K-3		1/12	9/20/2004
Para K-3 & Cafeteria		1/12	8/24/2001
Para K-3	X	1/12	8/4/2011
b Para		1/12	8/13/2008
Para K-3		1/12	8/18/2009
Para K-3	X	1/12	8/16/2011
ara		1/12	8/31/1998
Para Kk-3	X	1/12	8/15/2011
ara		1/12	4/12/1994
		X	8/26/1991
Recovery Rm Interv		1/12	8/16/2006
Para K-3 & Title		1/12	9/22/2008
Para K-3		1/12	8/24/2001
		1/12	8/25/1988
b Para	x	1/12	8/29/2011

SE II		PHASE III	
st		Formal Obs	
		Summative Rpt	

		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
st		Formal Obs	
		Summative Rpt	
		TA Plan	

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xt		Formal Obs	
		Summative Rpt	

xt		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
xt		Formal Obs	
		Summative Rpt	

xt		Formal Obs	
		Summative Rpt	

xt		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

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xt		Formal Obs	
		Summative Rpt	

xt		Formal Obs	
		Summative Rpt	

xt		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
xt		Formal Obs	
		Summative Rpt	

xt		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
xt		Formal Obs	

		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
5/20/2011		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

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5/23/2011		Formal Obs	
		Summative Rpt	

5/23/2011		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
		XX	
st		Formal Obs	01/19/11
		Summative Rpt	05/20/11

		XX	
st		Formal Obs	
		Summative Rpt	

		XX	
st		Formal Obs	01/11/11
		Summative Rpt	05/20/11

SE II		PHASE III	
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		XX	
		Formal Obs	5/17/11
		Summative Rpt	5/23/2011

		XX	
st		Formal Obs	01/14/11
		Summative Rpt	05/23/11

		XX	
st		Formal Obs	2/11/11
		Summative Rpt	5/24/11

		XX	
st		Formal Obs	1/13/11
		Summative Rpt	5/23/11

SE II		PHASE III	
st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
st		Formal Obs	
		Summative Rpt	

st		Formal Obs	

		Summative Rpt	

xt		Formal Obs	
		Summative Rpt	

xt		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
xt		Formal Obs	
		Summative Rpt	

xt		Formal Obs	
		Summative Rpt	

xt		Formal Obs	
		Summative Rpt	

xt		Formal Obs	
		Summative Rpt	

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SE II		PHASE III	
xt		Formal Obs	
		Summative Rpt	

xt		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
		XX	
xt		Formal Obs	
		Summative Rpt	

		XX	
xt		Formal Obs	
		Summative Rpt	

		XX	
st		Formal Obs	
		Summative Rpt	

		XX	
st		Formal Obs	
		Summative Rpt	

		XX	
st		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
xt		Formal Obs	
		Summative Rpt	

xt		Formal Obs	
		Summative Rpt	

xt		Formal Obs	
		Summative Rpt	

xt		Formal Obs	
		Summative Rpt	

xt		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
xt		Formal Obs	
		Summative Rpt	

xt		Formal Obs	
		Summative Rpt	

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		Summative Rpt	

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		Summative Rpt	

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		Summative Rpt	

xt		Formal Obs	
		Summative Rpt	

xt		Formal Obs	

		Summative Rpt	

SE II		PHASE III	
st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

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		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

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		Summative Rpt	

xt		Formal Obs	
		Summative Rpt	

xt		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
xt		Formal Obs	
		Summative Rpt	

xt		Formal Obs	
		Summative Rpt	

xt		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
5/23/2011		Formal Obs	
		Summative Rpt	

it		Formal Obs	
		Summative Rpt	

it		Formal Obs	
		Summative Rpt	

		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
5/18/2011		Formal Obs	
		Summative Rpt	

it		Formal Obs	
		Summative Rpt	

5/24/2011		Formal Obs	
		Summative Rpt	

st		Formal Obs	
		Summative Rpt	

SE II		PHASE III	
		XX	
st		Formal Obs	11/30/10
		Summative Rpt	

		XX	
st		Formal Obs	9/23/10
		Summative Rpt	5/24/11

		XX	
st		Formal Obs	
		Summative Rpt	

		XX	
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		Formal Obs	
st		Summative Rpt	

		XX	
st		Formal Obs	
		Summative Rpt	

		XX	
st		Formal Obs	4/11/11
		Summative Rpt	5/24/11

		XX	
st		Formal Obs	2/15/11
		Summative Rpt	5/17/11

		XX	
st		Formal Obs	
		Summative Rpt	

		XX	
st		Formal Obs	12/6/10
		Summative Rpt	

		XX	
st		Formal Obs	5/17/11
		Summative Rpt	

		XX	
ot		Formal Obs	11/29/10
		Summative Rpt	

SE II		PHASE III	
		XX	
ot		Formal Obs	
		Summative Rpt	

		XX	
ot		Formal Obs	9/2/10
		Summative Rpt	5/12/11

		XX	
ot		Formal Obs	11/29/10
		Summative Rpt	5/12/11

GEIL ELEMENTARY

MARY KAY HAUN - Principal

CERTIFIED - PROBATIONARY

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHASE II		PHAS
Johnson, Brandy	GEIL	HAUN	2nd Teacher	XX						
				1st Formal Obs		Summative Rpt		Summative Rpt		Formal Obs
				hired 8/11/2010	2nd Formal Obs					Summative Rpt
				Summative Rpt						

Jolliffe, Bethany	GEIL	HAUN	Kinder Teacher	XX						
				1st Formal Obs	11/16/11	Summative Rpt		Summative Rpt		Formal Obs
				hired 8/12/2011	2nd Formal Obs					Summative Rpt
				Summative Rpt						

Harrison, Sue	GEIL	HAUN	1st Teacher	XX						
				1st Formal Obs	11/16/11	Summative Rpt		Summative Rpt		Formal Obs
				hired 8/12/2011	2nd Formal Obs					Summative Rpt
				Summative Rpt						

Venable, Crystal	GEIL	HAUN	5th Teacher	XX						
				1st Formal Obs	11/16/11	Summative Rpt		Summative Rpt		Formal Obs
				hired 8/11/2010	2nd Formal Obs					Summative Rpt
				Summative Rpt						

PHASE I - GEIL

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHASE II		PHAS
Jenkins, Natalie	GEIL	HAUN	High Ability Teacher			XX				
				1st Formal Obs		Summative Rpt		Summative Rpt		Formal Obs
				hired 8/19/2002	2nd Formal Obs					Summative Rpt
				Summative Rpt						

Knapper, Barb	GEIL	HAUN	1st Teacher				XX					
				1st Formal Obs		Summative Rpt		Summative Rpt		Formal Obs		
				hired 8/24/1993		2nd Formal Obs						Summative Rpt
		Summative Rpt										

Knight, Kory	GEIL	HAUN	6th Teacher				XX					
				1st Formal Obs		Summative Rpt		Summative Rpt		Formal Obs		
				hired 8/13/2008		2nd Formal Obs						Summative Rpt
		Summative Rpt										

Schadwinkel, Craig	GEIL	HAUN	PE Teacher				XX					
				1st Formal Obs		Summative Rpt		Summative Rpt		Formal Obs		
				hired 8/25/1980		2nd Formal Obs						Summative Rpt
		Summative Rpt										

Svoboda, Troy	GEIL	HAUN	3rd Teacher				XX					
				1st Formal Obs		Summative Rpt		Summative Rpt		Formal Obs		
				hired 9/26/1988		2nd Formal Obs						Summative Rpt
		Summative Rpt										

Toffelmire, Kelly	GEIL	HAUN	Computer Lab Coord				XX					
				1st Formal Obs		Summative Rpt		Summative Rpt		Formal Obs		
				hired 8/13/2008		2nd Formal Obs						Summative Rpt
		Summative Rpt										

PHASE II - GEIL

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		PHASE II		PHASE III	
Baxter, Kathy	GEIL	HAUN	Resource Teacher					XX			
				1st Formal Obs		Summative Rpt		Summative Rpt		Formal Obs	

Keller, Kathy	GEIL	HAUN	3rd Teacher	1st Formal Obs		Summative Rpt		Summative Rpt		Formal Obs
hired 8/23/1982				2nd Formal Obs						Summative Rpt
				Summative Rpt						

Maser, Beth	GEIL	HAUN	3rd Teacher	1st Formal Obs		Summative Rpt		Summative Rpt		Formal Obs
hired 8/19/2002				2nd Formal Obs						Summative Rpt
				Summative Rpt						

Millay, Peggy	GEIL	HAUN	Title I Teacher	1st Formal Obs		Summative Rpt		Summative Rpt		Formal Obs
hired 8/14/2007				2nd Formal Obs						Summative Rpt
				Summative Rpt						

Propp, Kathy	GEIL	HAUN	Vocal Music	1st Formal Obs		Summative Rpt		Summative Rpt		Formal Obs
hired 8/19/2002				2nd Formal Obs						Summative Rpt
				Summative Rpt						

GEIL - CLASSIFIED

NAME	BLDG	EVALUATOR	POSITION	8-WEEK EVAL	ANNUAL EVAL	HIRE DATE
Ashing, Erron	GEIL	Haun		X	2/9/12	
Becker, Kristi	GEIL	HAUN	Instructional Para		X	8/12/10
Brunner, Pam	GEIL	HAUN	Comp Sci Para		2/9/12	3/3/95
Christian, Greg	GEIL	HAUN	Custodian	?		4/7/11
Custer, Chelsea	GEIL	HAUN	Spec. Educ. Para		X	8/18/08
Gingrich, Kathleen	GEIL	HAUN	Media Para		2/9/12	8/25/88

Gregory, Kristie	GEIL	HAUN	Instructional Para		2/9/12	9/8/08
Holliday, Kathy	GEIL	HAUN	Instructional Para		X	1/5/06
Hunzeker, Diane	GEIL	HAUN	Instructional Para		2/9/12	9/21/09
Locker, Gwen	GEIL	HAUN/OLIV ARES	School Nurse		2/9/12	11/8/04
Lyons, Laura	GEIL	HAUN	Instructional Para		2/9/12	8/18/08
Marsh, Jill	GEIL	HAUN	Instructional Para		2/9/12	12/14/06
Mendoza, Jane	GEIL	HAUN	Instructional Para		X	9/11/89
Pfortmiller, Vicki	GEIL	HAUN	Instructional Para		2/9/12	8/18/09
Ryan, Stephanie	GEIL	H		X	2/9/12	
Sabala, Martha	GEIL	HAUN	Instructional Para	X	2/9/12	8/16/11
Schild, Roberta	GEIL	HAUN	Resource Para		2/9/12	8/30/99
Straetker, Marjory	GEIL	HAUN	Instructional Para		2/9/12	8/23/02
Thacker, Tisha	GEIL	H			2/9/12	
Torres, Homero	GEIL	HAUN	Custodian		2/9/12	9/7/99
Walker, Jodie	GEIL	HAUN	Secretary	X	2/9/2012	8/30/1999
Ybara, Ernie	GEIL	Haun	Custodian	X	2/9/2012	

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NORTHFIELD ELEMENTARY

PAM BARKER - Principal

CERTIFIED - PROBATIONARY

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I	
Gurrola, Eunice	NFLD	BARKER	3rd Teacher	XX		Summative Rpt	
				1st Formal Ob	12/02/11		
				2nd Formal Obs			
hired 8/12/2011				Summative Rpt			

Engel, Kelsey	NFLD	BARKER	2nd Teacher	XX		Summative Rpt	
				1st Formal Ob	12/2/11		
				2nd Formal Obs			
hired 8/12/2011				Summative Rpt			

Kobza, Alisha	NFLD	BARKER	Learning Lab Teacher	XX		Summative Rpt	
				1st Formal Ob	1/4/12		
				2nd Formal Obs			
hired 8/17/2009				Summative Rpt			

Libsack, Jenna	NFLD	BARKER	1st Teacher	XX		Summative Rpt	
				1st Formal Ob	12/2/11		
				2nd Formal Obs			
hired 8/12/2011				Summative Rpt			

Morales, Naomi	NFLD	BARKER	6th Teacher	XX		Summative Rpt	
				1st Formal Ob	12/19/11		
				2nd Formal Obs			
hired 8/17/2009				Summative Rpt			

Sherfey, Candice	NFLD	BARKER	Kinder Teacher	XX		Summative Rpt	
				1st Formal Ob	12/06/11		
				2nd Formal Obs			
hire date 8/11/2010				Summative Rpt			

PHASE I - NFLD

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I	
Bates, Chad	NFLD	BARKER	5th Teacher	XX		Summative Rpt	
				1st Formal Obs			

hired 8/13/2008				2nd Formal Obs				
				Summative Rpt				

Cawiezell, Luanne	NFLD	BARKER	6th Teacher				XX	
				1st Formal Obs		Summative Rpt		
hired 8/24/1989				2nd Formal Obs				
				Summative Rpt				

Fulk, Christy	NFLD	BARKER	K Teacher				XX	
				1st Formal Obs		Summative Rpt		
hired 8/25/1999				2nd Formal Obs				
				Summative Rpt				

Janecek, Matt	NFLD	BARKER	Counselor				XX	
				1st Formal Obs		Summative Rpt		
hired 8/25/1999				2nd Formal Obs				
				Summative Rpt				

Janecek, Mickie	NFLD	BARKER	K Teacher				XX	
				1st Formal Obs		Summative Rpt		
hired 8/24/1998				2nd Formal Obs				
				Summative Rpt				

Kniss, Kathleen	NFLD	BARKER	5th Teacher				XX	
				1st Formal Obs		Summative Rpt		
hired 8/22/1979				2nd Formal Obs				
				Summative Rpt				

Michael, Becky	NFLD	BARKER	Instruction Coach				XX	
				1st Formal Obs		Summative Rpt		
hired 8/19/2003				2nd Formal Obs				
				Summative Rpt				

Nochi, Sandi	NFLD	BARKER	6th Teacher				XX	
				1st Formal Obs		Summative Rpt		
hired 8/25/1999				2nd Formal Obs				
				Summative Rpt				

Pieper, Megan	NFLD	BARKER	1st Teacher				XX	
				1st Formal Obs		Summative Rpt		
hired 8/13/2008				2nd Formal Obs				

Summative Rpt

XX Indicates the Phase

PHASE II - NFLD

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY	PHASE I	
Kelley, Katy	NFLD	BARKER	2nd Teacher	1st Formal Obs	Summative Rpt	
				hired 8/23/1982	2nd Formal Obs	
				Summative Rpt		

Pszanka, Brenda	NFLD	BARKER	4th Teacher	1st Formal Obs	Summative Rpt	
				hired 8/13/2008	2nd Formal Obs	
				Summative Rpt		

Propp, Carol	NFLD	BARKER	Title I Teacher	1st Formal Obs	Summative Rpt	
				hired 8/15/2001	2nd Formal Obs	
				Summative Rpt		

Rose, Kathy	NFLD	BARKER	Teacher-Music	1st Formal Obs	Summative Rpt	
				hired 8/14/2007	2nd Formal Obs	
				Summative Rpt		

Schwartz, Jennifer	NFLD	BARKER	PE Teacher	1st Formal Obs	Summative Rpt	
				hired 8/21/2000	2nd Formal Obs	
				Summative Rpt		

Unick, Kathy	NFLD	BARKER	Resource Teacher	1st Formal Obs	Summative Rpt	
				hired 8/24/1981	2nd Formal Obs	
				Summative Rpt		

PHASE III- NFLD

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY	PHASE I	
Drumheller, Cindy	NFLD	BARKER	1st Teacher	1st Formal Obs	Summative Rpt	
				hired 8/24/1981	12/2/11	
				2nd Formal Obs		

				Summative Rpt					
Hiegel, Lori	NFLD	BARKER	3rd Teacher	1st Formal Obs			Summative Rpt		
				hired 8/25/1988					2nd Formal Obs
				Summative Rpt					
Manasek, Barb	NFLD	BARKER	4th Teacher	1st Formal Obs			Summative Rpt		
				hired 8/19/1986					2nd Formal Obs
				Summative Rpt					
McKibbin, Micki	NFLD	BARKER	Resource Teacher	1st Formal Obs			Summative Rpt		
				hired 8/19/2003					2nd Formal Obs
				Summative Rpt					
Sabo, Dawn	NFLD	BARKER	3rd Teacher	1st Formal Obs			Summative Rpt		
				hired 8/19/1986					2nd Formal Obs
				Summative Rpt					

CLASSIFIED - NFLD

NAME	BLDG	EVALUATOR	POSITION	8-WEEK EVAL	ANNUAL EVAL	HIRE DATE
Bernhardt, Jackie	NFLD	BARKER	Resource Para		1/12	10/8/2007
Brannan, Alexandria	NFLD	BARKER	ASP Para Educator		1/12	9/9/2010
Castro, Hope	NFLD	BARKER	Instructional Para K-3		1/12	3/28/1989
Closson, Mary Ann	NFLD	BARKER	Computer Sci Para		1/12	8/16/2006
Doradjiniah ma, Emery	NFLD	BARKER	Custodian	X	1/12	11/4/2011
Demoret, Sara	NFLD	BARKER	Instructional Para K-3		1/12	8/16/2006
Dorador, Rodney	NFLD	BARKER	Custodian		1/12	6/26/2006
Foland, Joe	NFLD	BARKER	ASP Para Educator	X	12/1	8/23/2011
Garcia, Gabriela	NFLD	BARKER	ASP Para Educator		1/12	8/12/2010
Garza, Janie	NFLD	BARKER	Instructional Para K-3		1/12	9/20/2004

Gross, Robyn	NFLD	BARKER	Instructional	Para K-3 & Cafeteria		1/12	8/24/2001
Guterriez, Tara	NFLD	BARKER	Instructional Para K-3		X	1/12	8/4/2011
James, Nancy	NFLD	BARKER	Learning Lab Para			1/12	8/13/2008
Jensen, Sarah	NFLD	BARKER	Instructional Para K-3			1/12	8/18/2009
Lathrop, Lindsey	NFLD	BARKER	Instructional Para K-3		X	1/12	8/16/2011
Miller, Linda	NFLD	BARKER	Resource Para			1/12	8/31/1998
Osborn, Terri	NFLD	BARKER	Instructional Para Kk-3		X	1/12	8/15/2011
Quick, Jeannine	NFLD	BARKER	Learn Lab Para			1/12	4/12/1994
Schnell, Ellen	NFLD	BARKER	Secretary			1/12	8/26/1991
Sims, Ronnie	NFLD	BARKER	ASP Site Coordin.	Recovery Rm Interv		1/12	8/16/2006
Smith, Michelle	NFLD	BARKER	Instruction	Para K-3 & Title		1/12	9/22/2008
Trauernicht, Terri	NFLD	BARKER	Instructional Para K-3			1/12	8/24/2001
Ward, Ginny	NFLD	BARKER	Media Para			1/12	8/25/1988
Ysac, Deanna	NFLD	BARKER	Learning Lab Para		x	1/12	8/29/2011

PHASE II			PHASE III	
Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

PHASE II			PHASE III	
Summative Rpt			Formal Obs	

			Summative Rpt

Summative Rpt			Formal Obs
			Summative Rpt

Summative Rpt			Formal Obs
			Summative Rpt

Summative Rpt			Formal Obs
			Summative Rpt

Summative Rpt			Formal Obs
			Summative Rpt

Summative Rpt			Formal Obs
			Summative Rpt

Summative Rpt			Formal Obs
			Summative Rpt

Summative Rpt			Formal Obs
			Summative Rpt

Summative Rpt			Formal Obs
			Summative Rpt

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PHASE II			PHASE III	
XX				
Summative Rpt			Formal Obs	
			Summative Rpt	

XX				
Summative Rpt			Formal Obs	
			Summative Rpt	
XX				
Summative Rpt			Formal Obs	
			Summative Rpt	

XX				
Summative Rpt			Formal Obs	
			Summative Rpt	

XX				
Summative Rpt			Formal Obs	
			Summative Rpt	

XX				
Summative Rpt			Formal Obs	
			Summative Rpt	

PHASE II			PHASE III	
			XX	
Summative Rpt			Formal Obs	
			Summative Rpt	

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			XX	
Summative Rpt			Formal Obs	
			Summative Rpt	

			XX	
Summative Rpt			Formal Obs	
			Summative Rpt	

			XX	
Summative Rpt			Formal Obs	
			Summative Rpt	

			XX	
Summative Rpt			Formal Obs	
			Summative Rpt	

LINCOLN ELEMENTARY
GEORGE SCHLOTHAUER - Principal
CERTIFIED - PROBATIONARY

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I	
Bader, Holly	LINC	SCHLOTHAUER	Teacher - 1st	XX			
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			
Holmes, Em	LINC	SCHLOTHAUER	Teacher - K	XX			
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			
Rounds, Amanda	LINC	SCHLOTHAUER	Special Ed	XX			
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

PHASE I - LINCOLN

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I	
Barker, Cale	LINC	SCHLOTHAUER	Teacher - 1st			XX	
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			
Martin, Jack	LINC	SCHLOTHAUER	Teacher - P			XX	
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			
Roth, Ronda	LINC	SCHLOTHAUER	Teacher - Re			XX	
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			
Schild, Deb	LINC	SCHLOTHAUER	Teacher - 1st			XX	
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

PHASE II - LINCOLN

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Bailey, Terry	LINC	SCHLOTHA	Teacher - 51	1st Formal Obs	Summative Rpt		S
				2nd Formal Obs			
				Summative Rpt			
Brester, Angie	LINC	SCHLOTHA	Teacher - 31	1st Formal Obs	Summative Rpt		
				2nd Formal Obs			
				Summative Rpt			
Cardwell, Kim	LINC	SCHLOTHA	Teacher - 41	1st Formal Obs	Summative Rpt		
				2nd Formal Obs			
				Summative Rpt			
Green, Keat	LINC	SCHLOTHA	Teacher - 51	1st Formal Obs	Summative Rpt		
				2nd Formal Obs			
				Summative Rpt			
Hague, Bev	LINC	SCHLOTHA	Reading Co	1st Formal Obs	Summative Rpt		
				2nd Formal Obs			
				Summative Rpt			
Mendoza, M	LINC	SCHLOTHA	Counselor	1st Formal Obs	Summative Rpt		
				2nd Formal Obs			
				Summative Rpt			
Mitchell, Cir	LINC	SCHLOTHA	Teacher - K	1st Formal Obs	Summative Rpt		
				2nd Formal Obs			
				Summative Rpt			
Steele, Traci	LINC	SCHLOTHA	Teacher - 41	1st Formal Obs	Summative Rpt		
				2nd Formal Obs			
				Summative Rpt			
Tofflemire, Le	LINC	SCHLOTHA	Teacher - M	1st Formal Obs	Summative Rpt		
				2nd Formal Obs			
				Summative Rpt			

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY	PHASE I
Becking, Fa	LINC	SCHLOTHA	Teacher - 6	1st Formal Obs	Summative Rpt
				2nd Formal Obs	
				Summative Rpt	
Kocer, Lynn	LINC	SCHLOTHA	Teacher - 2	1st Formal Obs	Summative Rpt
				2nd Formal Obs	
				Summative Rpt	
Lyles, Judi	LINC	SCHLOTHA	Teacher - 6	1st Formal Obs	Summative Rpt
				2nd Formal Obs	
				Summative Rpt	
Sample, Jean	LINC	SCHLOTHA	Reading Co	1st Formal Obs	Summative Rpt
				2nd Formal Obs	
				Summative Rpt	
Stark, Michele	LINC	SCHLOTHA	Teacher - 3	1st Formal Obs	Summative Rpt
				2nd Formal Obs	
				Summative Rpt	

LINCOLN - CLASSIFIED

NAME	BLDG	EVALUATOR	POSITION	8-WEEK EVAL	ANNUAL EVAL
Bustinza, Ar	LINC	G.S.	Instructional Aide		
Collins, Rob	LINC	G.S.	Instructional Aide		
Davis, Dorol	LINC	G.S.	Instructional Aide		
Gatch, Kath	LINC	G.S.	Special Ed Aide		
Harder, Barb	LINC	G.S.	Computer Para	10/19/11	8/16/11
Jolliffe, Rich	LINC	G.S.	Instructional Aide		
Kanarick, M	LINC	G.S.	Secretary		
Larson, Dar	LINC	G.S.	Kindergarten Aide		
Leeper, Ste	LINC	G.S.	Media Para		
Moreno, Me	LINC	G.S.	Instructional Aide		
Muhr, LeRo	LINC	G.S.	Custodian		
Smallfoot, B	LINC	G.S.	Custodian		
Suhr, Collet	LINC	G.S.	Instructional Aide		
Wendt, Kay	LINC	G.S.	Kindergarten Aide		

PHASE II			PHASE III	
Summative Rpt			Formal Obs	
			Summative Rpt	
Summative Rpt			Formal Obs	
			Summative Rpt	
Summative Rpt			Formal Obs	
			Summative Rpt	

PHASE II			PHASE III	
Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

XX				

Summative Rpt			Formal Obs	
			Summative Rpt	

XX				
Summative Rpt			Formal Obs	
			Summative Rpt	

XX				
Summative Rpt			Formal Obs	
			Summative Rpt	

XX				
Summative Rpt			Formal Obs	
			Summative Rpt	

XX				
Summative Rpt			Formal Obs	
			Summative Rpt	

XX				
Summative Rpt			Formal Obs	
			Summative Rpt	

XX				
Summative Rpt			Formal Obs	
			Summative Rpt	

XX				
Summative Rpt			Formal Obs	
			Summative Rpt	

XX				
Summative Rpt			Formal Obs	
			Summative Rpt	



PHASE II			PHASE III	
			XX	
Summative Rpt			Formal Obs	
			Summative Rpt	
			XX	
Summative Rpt			Formal Obs	
			Summative Rpt	
			XX	
Summative Rpt			Formal Obs	
			Summative Rpt	
			XX	
Summative Rpt			Formal Obs	
			Summative Rpt	
			XX	
Summative Rpt			Formal Obs	
			Summative Rpt	

CEDAR CANYON

BETTY SMITH - Principal

PROBATIONARY

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I	
Funk, Stann	CC	B. SMITH	Teacher - 5	XX			
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

Rounds, Amanda	CC	B. SMITH	SPED Teach	XX			
				1st Formal Obs		Summative Rpt	S
				2nd Formal Obs			
				Summative Rpt			

Smith, Allison	CC	B. SMITH	Teacher - 2	XX			
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

Zeiler, Monte	CC	B. SMITH	Teacher - 3	XX			
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

PHASE I - Cedar Canyon

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I	
Barney, Ver	CC	B. SMITH	Teacher - PE/			XX	
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

Beatty, Peg	CC	B. SMITH	Teacher - 1			XX	
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

Land, Judy	CC	B. SMITH	Teacher - K			XX	
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

McAndrew,	CC	B. SMITH	Media Spec			XX	
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			

Summative Rpt		
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Taedter, Co	CC	B. SMITH	Teacher - M			XX	Summative Rpt
				1st Formal Obs			
				2nd Formal Obs			
				Summative Rpt			

Wobig, Ruth	CC	B. SMITH	Teacher - 4			XX	Summative Rpt
				1st Formal Obs			
				2nd Formal Obs			
				Summative Rpt			

CLASSIFIED - CEDAR CANYON

NAME	BLDG	EVALUATOR	POSITION	8-WEEK EVAL	ANNUAL EVAL	HIRE DATE
Bays, John	CC	B. SMITH	Para Educator		2/1/12	8/18/09
Brown, Lisa	CC	B. SMITH	Secretary			
Kiesel, Susan	CC	B. SMITH	Para Educator	goals 11/2/11	2/1/12	8/16/2011
Kuxhausen, Michelle	CC	B. SMITH	Para Educator	goals 11/7/11	1/31/12	8/29/2011
Parker, Rebecca	CC	B. SMITH	Para Educator		1/31/12	8/18/2008
Reinpold, Robin	CC	B. SMITH	Para Educator		2/3/12	8/22/07
Taylor, Tiffanie	CC	B. SMITH	Para Educator		2/2/12	6/1/2002

PHASE II			PHASE III	
Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

PHASE II			PHASE III	
Summative Rpt			Formal Obs	
			Summative Rpt	
			TA Plan	

Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	
Summative Rpt			Formal Obs	
			Summative Rpt	

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Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

JUNIOR HIGH SCHOOL

DORA OLIVARES

PROBATIONARY - JUNIOR HIGH

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I	
Broderick, Michael	JH	OLIVARES	Social Studies	XX		Summative Rpt	
				1st Formal Ob	10/7/10		
				2nd Formal Ob	11/9/11		
hired 8/13/2008				Summative Rpt			

Cobos, Richard	JH	OLIVARES	Math Teacher	XX		Summative Rpt	
				1st Formal Ob	10/21/10		
				2nd Formal Ob	11/29/11		
hired 8/11/2010				Summative Rpt			

Gowin, Melanie	JH	OLIVARES	English Teacher	XX		Summative Rpt	
				1st Formal Ob	12/12/11		
				2nd Formal Ob	3/1/12		
hired 8/11/2010				Summative Rpt			

Gross, Amy	JH	OLIVARES	Resource Teacher	XX		Summative Rpt	
				1st Formal Obs			
				2nd Formal Ob	10/20/11		
hired 8/13/2008				Summative Rpt			

Hadenfeldt, Amanda	JH	OLIVARES	Math Teacher	XX		Summative Rpt	
				1st Formal Ob	11/23/11		
				2nd Formal Ob	2/24/12		
hired 8/11/2010				Summative Rpt			

Palser, Cryst	JH	OLIVARES	Computer S	XX		Summative Rpt	
				1st Formal Ob	9/24/10		
				2nd Formal Obs			
				Summative Rpt			

Prochazka, NJH	JH	OLIVARES	Band	XX		Summative Rpt	
				1st Formal Obs			
				2nd Formal Obs			
				Summative Rpt			

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I	
				XX			

Propp, Amar	JH	OLIVARES	Math	1st Formal Obs	9/21/10	Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

Treffer, Ben	JH	OLIVARES	Social Studi	XX			
				1st Formal Obs	10/1/10	Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

PHASE I - JUNIOR HIGH

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I	
Hartwig, Mic	JH	OLIVARES	PE			XX	
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

Kleager, Mar	JH	OLIVARES	Social Studi			XX	
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

Raines, Ran	JH	KNOTT	Band			XX	
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

Richter, Chu	JH	OLIVARES	Industrial Te			XX	
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

Zitterkopf, Ja	JH	KNOTT	Fam. Con. S			XX	
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

PHASE II - JR HIGH

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I	
Keller, Kristi	JH	OLIVARES	7/8 Science Teacher				
hired 8/25/1986				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

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Jenkins, Nat	JH	HAUN	HAL	1st Formal Obs	Summative Rpt		
				2nd Formal Obs			
				Summative Rpt			

Siebke, Julie	JH	OLIVARES	Counselor	1st Formal Obs	Summative Rpt		
				2nd Formal Obs			
				Summative Rpt			

PHASE III - JR HIGH

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY	PHASE I		
Anderson, Ja	JH	OLIVARES	Science	1st Formal Obs	Summative Rpt		
				2nd Formal Obs			
				Summative Rpt			

Couch, Scott	JH	KNOTT	Art	1st Formal Obs	Summative Rpt		
				2nd Formal Obs			
				Summative Rpt			

Mathews, Ja	JH	OLIVARES	Resource	1st Formal Obs	Summative Rpt		
				2nd Formal Obs			
				Summative Rpt			

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY	PHASE I		
Osborn, Bria	JH	OLIVARES	English	1st Formal Obs	Summative Rpt		S
				2nd Formal Obs			
				Summative Rpt			

Russell, Mel	JH	OLIVARES	Math	1st Formal Obs	Summative Rpt		
				2nd Formal Obs			
				Summative Rpt			

Sharp, Judy	JH	OLIVARES	PE	1st Formal Obs	Summative Rpt		
				2nd Formal Obs			
				Summative Rpt			

Smith, Yvon	JH	OLIVARES	English	1st Formal Obs	Summative Rpt		
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2nd Formal Obs			
Summative Rpt			

Van Dyke, Julie	JH	OLIVARES	7/8th Science Teacher			Summative Rpt		
				1st Formal Obs				
hired 8/20/1984				2nd Formal Obs				
				Summative Rpt				

CLASSIFIED - JUNIOR I

NAME	BLDG	EVALUATOR	POSITION	8-WEEK EVAL	ANNUAL EVAL
Fulk, Alisa	JH	OLIVARES	Secretary		
Gingrich, De	JH	OLIVARES	Instructional Para		
Hinojosa, Fre	JH	OLIVARES	Custodian		
Kaufman, Su	JH	OLIVARES	Secretary		
Torres, Glori	JH	OLIVARES	Custodian		
Yarwood, De	JH	OLIVARES	SPED Aide		

PHASE II			PHASE III	
Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

PHASE II			PHASE III	

Summative Rpt		Formal Obs	
		Summative Rpt	

Summative Rpt		Formal Obs	
		Summative Rpt	

PHASE II			PHASE III	
Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

Formal Eval			Formal Obs	
			Summative Rpt	

PHASE II			PHASE III	
			XX	
Summative Rpt			Formal Obs	2/2/2012
			Summative Rpt	

XX				
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Summative Rpt			Formal Obs	
			Summative Rpt	

XX				
Summative Rpt			Formal Obs	
			Summative Rpt	

PHASE II		PHASE III		
			XX	
Summative Rpt			Formal Obs	
			Summative Rpt	

			XX	
Summative Rpt			Formal Obs	
			Summative Rpt	

			XX	
Summative Rpt			Formal Obs	
			Summative Rpt	

PHASE II		PHASE III		
			XX	
Summative Rpt			Formal Obs	
			Summative Rpt	

			XX	
Summative Rpt			Formal Obs	
			Summative Rpt	

			XX	
Summative Rpt			Formal Obs	
			Summative Rpt	

			XX	
Summative Rpt			Formal Obs	

			Summative Rpt

			XX	
Summative Rpt			Formal Obs	1/25/2012
			Summative Rpt	

FRESHMAN ACADEMY

KRAIG WEYRICH - Assistant Principal

CERTIFIED - PROBATIONARY

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I	
				1st Formal Obs	2nd Formal Obs	Summative Rpt	
Linn, Amanda	FR. ACAD.	HUB/KNOTT	Special Edu	XX			

Palser, Crys	FR. ACAD.	OLIVARES	Comp. Scie	XX			

Sulu, Pedro	FR. ACAD.	KNOTT	Spanish	XX			

PHASE I - Freshman Academy

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I	
				1st Formal Obs	2nd Formal Obs	Summative Rpt	
Green, Patr	FR. ACAD.	KNOTT	Computers			XX	

Hadenfeldt,	FR. ACAD.	KNOTT	English			XX	

Millay, Pegg	FR. ACAD.	KNOTT	GAP			XX	

North, Paul	FR. ACAD.	SEILER	Social Studi			XX	

XX Indicates the Phase

PHASE I - Freshman Academy (cont'd)

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I
Raines, Randy	JH/FA/SH	KNOTT	Instrumental M			XX
				1st Formal Obs		Summative Rpt
				2nd Formal Obs		
				Summative Rpt		

Smith, Gary	FR. ACAD.	KNOTT	Math			XX
				1st Formal Obs		Summative Rpt
				2nd Formal Obs		
				Summative Rpt		

Trautman, J	FR. ACAD.	KNOTT	Special Ed			XX
				1st Formal Obs		Summative Rpt
				2nd Formal Obs		
				Summative Rpt		

Zitterkopf, J	JH/FA/SH	KNOTT	Fam. Con. Sc			XX
				1st Formal Obs		Summative Rpt
				2nd Formal Obs		
				Summative Rpt		

PHASE II

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I
Busby, Kim	FR. ACAD.	KNOTT	Math			
				1st Formal Obs		Summative Rpt
				2nd Formal Obs		
				Summative Rpt		

Coon, Diane	FR. ACAD.	KNOTT	Science			
				1st Formal Obs		Summative Rpt
				2nd Formal Obs		
				Summative Rpt		

PHASE III

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I
Busby, Kim	FR. ACAD.	Weyrich	Math Teacher			
				1st Formal Obs		Summative Rpt
				2nd Formal Obs		
hired 8/19/2003				Summative Rpt		

Clark, Justin	FR. ACAD.	KNOTT	Social Studies			
				1st Formal Obs		Summative Rpt

2nd Formal Obs			
Summative Rpt			

Coon, Diane	F/A	Weyrich	Science Teacher	1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			
hired 8/20/1985							

Couch, Sco	FR. ACAD.	KNOTT	Art	1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

Land, Steve	FR. ACAD.	KNOTT	Industrial Te	1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

Marez, Rick	FR. ACAD.	E. HUBBAR	Counselor	1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

Rhodes, Jim	FA/SH	KNOTT	P.E.	1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

CLASSIFIED - FRESHMAN ACADEMY				8-WEEK	ANNUAL	
NAME	BLDG	EVALUATOR	POSITION	EVAL	EVAL	Hire Date
Blanco, Phyllis	F/A	Weyrich	Secretary		11/8/11	3/23/98
DeOllos, Fred	F/A	Weyrich	Custodian		2/27/12	1/6/97
Montague, Linda	F/A	Weyrich	Media Para Educator		1/23/12	10/11/06
Reichert, Sara	F/A	Weyrich	Resource Para Educator	10/13/2011	1/23/12	9/2/11
Smith, Janna	F/A	Weyrich	Para Educator	12/1/2011	1/17/12	10/18/11
Stanek, Brenda	F/A	Weyrich	GAP/ISS Coordinator	10/12/2011	1/16/2012	8/18/2011

	PHASE II			PHASE III	
	Summative Rpt			Formal Obs	
				Summative Rpt	

	Summative Rpt			Formal Obs	
				Summative Rpt	

	Summative Rpt			Formal Obs	
				Summative Rpt	

	PHASE II			PHASE III	
	Summative Rpt			Formal Obs	
				Summative Rpt	

	Summative Rpt			Formal Obs	
				Summative Rpt	

	Summative Rpt			Formal Obs	
				Summative Rpt	

	Summative Rpt			Formal Obs	
				Summative Rpt	

	PHASE II			PHASE III	
	Summative Rpt			Formal Obs	
				Summative Rpt	

	Summative Rpt			Formal Obs	
				Summative Rpt	

	Summative Rpt			Formal Obs	
				Summative Rpt	

	Summative Rpt			Formal Obs	
				Summative Rpt	

	PHASE II			PHASE III	
	XX				
	Summative Rpt			Formal Obs	
				Summative Rpt	

	XX				
	Summative Rpt			Formal Obs	
				Summative Rpt	

	PHASE II			PHASE III	
				XX	
	Summative Rpt			Formal Obs	11/2/11
				Summative Rpt	

				XX	
	Summative Rpt			Formal Obs	

				Summative Rpt
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				XX	
	Summative Rpt			Formal Obs	11/10/11
				Summative Rpt	

				XX	
	Summative Rpt			Formal Obs	
				Summative Rpt	

				XX	
	Summative Rpt			Formal Obs	
				Summative Rpt	

				XX	
	Summative Rpt			Formal Obs	
				Summative Rpt	

				XX	
	Summative Rpt			Formal Obs	
				Summative Rpt	

**SENIOR HIGH SCHOOL
 ELDON HUBBARD, PRINCIPAL
 CERTIFIED STAFF**

NAME	BLDG	EVALUATOR	POSITION	PHASE	ANNUAL EVAL	Hire Date
Weyrich, Kraig	FA	HUBBARD	Asst. Principal	12/20/2011		8/1/2011
Pauli, David	SH	HUBBARD	Activities Director		12/21/11	8/1/2011
Seiler, Shawn	SH	HUBBARD	Asst. Principal		12/20/11	8/1/2009

PROBATIONARY - SR HIGH

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I	
Arevalo, Sheri	SH	not signed	Science Teacher	XX		Summative Rpt	
				1st Formal Obs	12/20/11		
				hired 8/12/2011			
				2nd Formal Obs			
				Summative Rpt			

Behrens, JJ	SH	Hubbard	SPED Teacher	XX		Summative Rpt	
				1st Formal Obs	12/6/11		
				hired 8/12/2011			
				2nd Formal Obs			
				Summative Rpt			

Boggs, Annie	SH	Hubbard	Media Specialist	XX		Summative Rpt	
				1st Formal Obs	12/21/11		
				hired 8/11/2010			
				2nd Formal Obs			
				Summative Rpt			

Hughes, Randy	SH	Seiler	Science Teacher	XX		Summative Rpt	
				1st Formal Obs	10/24/11		
				hired 8/17/2009			
				2nd Formal Obs			
				Summative Rpt			

Lashley, David	SH	Hubbard	Guidance Counselor	XX		Summative Rpt	
				1st Formal Obs	12/6/11		
				hired 8/11/2010			
				2nd Formal Obs			
				Summative Rpt			

Linn, Amanda	SH	E. HUB/KN	Special Educa	XX		Summative Rpt	
				1st Formal Obs			
				2nd Formal Obs			

Summative Rpt		
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Millay, Pegg	SH/GAP	KNOTT	GAP	XX		Summative Rpt		
				1st Formal Obs				
				2nd Formal Obs				
				Summative Rpt				

Nolting, Det	SH	SEILER	English	XX		Summative Rpt		
				1st Formal Obs	9/21/10			
				2nd Formal Obs				
				Summative Rpt				

Palser, Crys	FA / JH	E. HUBBARD / OLIVARES	Computers	XX		Summative Rpt		
				1st Formal Obs				
				2nd Formal Obs				
				Summative Rpt				

Pittman, Jace	SH	Hubbard	English/ Science Teacher	XX		Summative Rpt		
				1st Formal Obs	12/6/11			
				2nd Formal Obs				
hired 8/11/2010				Summative Rpt				

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		
Sulu, Pedro	SH	KNOTT/ E.	Foreign Lan	XX		Summative Rpt		
				1st Formal Obs				
				2nd Formal Obs				
				Summative Rpt				

Thompson,	SH	SEILER	Speech	XX		Summative Rpt		
				1st Formal Obs	10/19/10			
				2nd Formal Obs				
				Summative Rpt				

PHASE I - SR. HIGH

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I		
Brown, Broc	SH	E. HUBBARD	Computers	XX		Summative Rpt		
				1st Formal Obs				
				2nd Formal Obs				
				Summative Rpt				

Cook, Chris	SH	E. HUBBARD	Art			Summative Rpt	XX	
				1st Formal Obs				
				2nd Formal Obs				

Summative Rpt		
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Freeburg, A	SH	E. HUBBAR	PE			Summative Rpt	XX
				1st Formal Obs			
				2nd Formal Obs			
Summative Rpt							

Gable, Stev	SH	E. HUBBAR	Fam. Con. Sc			Summative Rpt	XX
				1st Formal Obs			
				2nd Formal Obs			
Summative Rpt							

Green, Pat	FR. ACAD.	KNOTT	Computers			Summative Rpt	XX
				1st Formal Obs			
				2nd Formal Obs			
Summative Rpt							

NAME	BLDG	EVALUAT OR	POSITION	PROBATIONARY		PHASE I	
Hadenfeldt,	FR. ACAD.	KNOTT	English			Summative Rpt	XX
				1st Formal Obs			
				2nd Formal Obs			
Summative Rpt							

Hamer, Sha	SH	E. HUBBAR	Counselor			Summative Rpt	XX
				1st Formal Obs			
				2nd Formal Obs			
Summative Rpt							

Helgerson, I	SH	E. HUBBAR	English			Summative Rpt	XX
				1st Formal Obs			
				2nd Formal Obs			
Summative Rpt							

Larson, Kell	SH / FA	E. HUBBAR	Math/ Scien			Summative Rpt	XX
				1st Formal Obs			
				2nd Formal Obs			
Summative Rpt							

North, Paul	FR. ACAD.	SEILER	Social Studi			Summative Rpt	XX
				1st Formal Obs			
				2nd Formal Obs			
Summative Rpt							

Raines, Rar	SH /FA/JH	KNOTT	Instrumental M			Summative Rpt	XX
				1st Formal Obs			

2nd Formal Obs			
Summative Rpt			

Salomon, M	SH	SEILER	Social Studi			XX	
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I	
Smith, Gary	FR. ACAD.	KNOTT	Math			XX	
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

Stobel, And	SH	SEILER	Foreign Lan			XX	
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

Sweeney, L	SH	SEILER	PE			XX	
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

Trautman, J	SH	E. HUBBAR	Special Educa			XX	
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

Vohland, Ar	SH	SEILER	Foreign Langu			XX	
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

Zitterkopf, J	SH / FA	KNOTT	Fam. Con. Sc			XX	
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			
				Summative Rpt			

PHASE II - SR. HIGH

NAME	BLDG	EVALUATOR	POSITION	PROBATIONARY		PHASE I	
Anderson, B	SH	SEILER	Industrial Te				
				1st Formal Obs		Summative Rpt	
				2nd Formal Obs			

Couch, Sco	FR. ACAD.	KNOTT	Art	1st Formal Obs	Summative Rpt		
				2nd Formal Obs			
				Summative Rpt			

deMaranville	SH	SEILER	Social Studi	1st Formal Obs	Summative Rpt		
				2nd Formal Obs			
				Summative Rpt			

Ediger, Patt	SH	SEILER	Special Edu	1st Formal Obs	Summative Rpt		
				2nd Formal Obs			
				Summative Rpt			

Johnson, Ra	SH	SEILER	Science	1st Formal Obs	Summative Rpt		
				2nd Formal Obs			
				Summative Rpt			

Land, Steve	FR. ACAD.	KNOTT	Industrial Te	1st Formal Obs	Summative Rpt		
				2nd Formal Obs			
				Summative Rpt			

Marez, Rick	FR. ACAD.	E. HUBBAR	FA Counsel	1st Formal Obs	Summative Rpt		
				2nd Formal Obs			
				Summative Rpt			

Parker, Lau	SH	HUBBARD	Math	1st Formal Obs	Summative Rpt		
				2nd Formal Obs			
				Summative Rpt			

Plummer, R	SH	SEILER	Busines	1st Formal Obs	Summative Rpt		
				2nd Formal Obs			
				Summative Rpt			

Rhodes, Jim	SH	KNOTT	Physical Ed	1st Formal Obs	Summative Rpt		
				2nd Formal Obs			
				Summative Rpt			

Schultz, Jar	SH	SEILER	English	1st Formal Obs	Summative Rpt		
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2nd Formal Obs			
Summative Rpt			

Stoltenberg,	SH	SEILER	Special Edu			Summative Rpt	
				1st Formal Obs			
				2nd Formal Obs			
				Summative Rpt			

Van Dyke, Julie	SH	Olivares	7/8 Science			Summative Rpt	
				1st Formal Obs			
				2nd Formal Obs			
				Summative Rpt			
hire date							

SR. HIGH CLASSIFIED

NAME	BLDG	EVALUATOR	POSITION	8-WEEK EVAL	ANNUAL EVAL	Hire Date
Black, Bruce	SH	Hubbard	Custodian	12/6/11		8/11/1993
Deaver, Shana	SH	Hubbard	SPED Para	12/9/11		8/17/2009
Hand, David	SH	SEILER	Instructional Aide			
Lewandowski,	SH	Hubbard	Secretary			
Livermont, Bill	SH	Hubbard	Custodian	12/7/11		8/25/2000
Radzynski, Tammy	SH	Hubbard	Secretary	12/8/11		8/5/2002
Raines, Deb	SH	SEILER	Study Hall Para	12/6/11		9/2/1997
Roland, Sha	SH	SEILER	Secretary			
Roque, Ulysses	SH	SEILER	Career Coach Para	11/8/11	12/6/11	8/29/2011
Rowlee, Shelley	HS	SEILER	SPED Para	12/6/11		9/1/1997
Schadwinkel, Robin	HS	Boggs	Media Para	12/8/11		8/15/1988

PHASE II			PHASE III	
Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt		Formal Obs	
		Summative Rpt	

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Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs	
			Summative Rpt	

PHASE II			PHASE III	
Summative Rpt			Formal Obs	
		Summative Rpt		

Summative Rpt			Formal Obs	
			Summative Rpt	

PHASE II			PHASE III	
Summative Rpt			Formal Obs	
		Summative Rpt		

Summative Rpt			Formal Obs	
			Summative Rpt	

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Summative Rpt			Formal Obs
			Summative Rpt

Summative Rpt			Formal Obs
			Summative Rpt

Summative Rpt			Formal Obs
			Summative Rpt

PHASE II		PHASE III	
Summative Rpt			Formal Obs
			Summative Rpt

Summative Rpt			Formal Obs
			Summative Rpt

Summative Rpt			Formal Obs
			Summative Rpt

Summative Rpt			Formal Obs
			Summative Rpt

Summative Rpt			Formal Obs
			Summative Rpt

Summative Rpt			Formal Obs

			Summative Rpt

Summative Rpt			Formal Obs
			Summative Rpt

PHASE II			PHASE III	
Summative Rpt			Formal Obs	
			Summative Rpt	

Summative Rpt			Formal Obs
			Summative Rpt

Summative Rpt			Formal Obs
			Summative Rpt

Summative Rpt			Formal Obs
			Summative Rpt

Summative Rpt			Formal Obs
			Summative Rpt

Summative Rpt			Formal Obs
			Summative Rpt

PHASE II			PHASE III	
XX				
Summative Rpt			Formal Obs	
			Summative Rpt	

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XX			
Summative Rpt			Formal Obs
			Summative Rpt

XX			
Summative Rpt			Formal Obs
			Summative Rpt

XX			
Summative Rpt			Formal Obs
			Summative Rpt

XX			
Summative Rpt			Formal Obs
			Summative Rpt

XX			
Summative Rpt			Formal Obs
			Summative Rpt

PHASE II		PHASE III	
		XX	
Summative Rpt		Formal Obs	
		Summative Rpt	

			XX
Summative Rpt			Formal Obs
			Summative Rpt

			XX
Summative Rpt			Formal Obs
			Summative Rpt

		XX	
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Summative Rpt		Formal Obs	
		Summative Rpt	

		XX	
Summative Rpt		Formal Obs	
		Summative Rpt	

		XX	
Summative Rpt		Formal Obs	
		Summative Rpt	

		XX	
Summative Rpt		Formal Obs	
		Summative Rpt	

		XX	
Summative Rpt		Formal Obs	
		Summative Rpt	

		XX	
Summative Rpt		Formal Obs	
		Summative Rpt	

		XX	
Summative Rpt		Formal Obs	
		Summative Rpt	

		XX	
Summative Rpt		Formal Obs	
		Summative Rpt	

		XX	
Summative Rpt		Formal Obs	
		Summative Rpt	

		XX	
Summative Rpt		Formal Obs	

			Summative Rpt

			XX
Summative Rpt			Formal Obs
			Summative Rpt

			XX
Summative Rpt			Formal Obs 1/25/12
			Summative Rpt

COACH PERFORMANCE EVALUATIONS 2010-2011

NAME	BLDG	EVALUATOR	HEAD COACH POSITION	ANNUAL EVAL
Barker, Caleigh	FA/SH	O'Boyle	Girl's Cross Country	
Barker, Caleigh	FA/SH	O'Boyle	Girl's Track	
Bonuchi, Molly	SH	O'Boyle	Girl's Softball	
Clark, Justin	SH	O'Boyle	Boy's Soccer	
Hamer, Russ	SH	O'Boyle	Boy's Golf	
Hartwig, Mick	SH	O'Boyle	Girl's Golf	
Land, Steve	SH	O'Boyle	Girl's Basketball	
Marez, Rick	JH/SH	O'Boyle	Boy's Cross Country	
Oboyle, Tom	SH	Hubbard	Varsity Football	
Plummer, Randy	SH	O'Boyle	Boy's Varsity Basketball	
Plummer, Randy	FA/SH	O'Boyle	Boy's Track	
Rhodes, Jimmie	SH	O'Boyle	Varsity Wrestling	
Schadwinkel, Craig	SH	O'Boyle	Varsity Volleyball	
Sweeney, Lisa	SH	O'Boyle	Girl's Soccer	