



VSET and the Work to the Contract

State and Federal law protects all teachers, including annual contract teachers who participate in the union or in union activities. This means that the district **cannot** retaliate against any teacher who participates in the “Work to the Contract.”

This includes retaliation using VSET. When you look at the Danielson Framework, **nowhere do you see a requirement for working beyond your work day.** Nowhere does it say you must attend school events and stay after hours. Our district had one of the lowest number of teachers rated highly effective last year. We have heard that this was because of a directive that came from near the top of our district.

The domain you often hear about as it related to additional duties is domain 4. Here is what it says:

- 4a is reflecting on teaching
- 4b is maintaining accurate records – grades, IEPs, etc., **It does not say anything about doing paperwork outside the workday.**
- 4c is communicating with families. It talks about engaging families in instruction – **nothing about after hours.**
- 4d is participating in the professional community. This talks about leadership amongst your colleagues – **nothing about after hours.**
- 4e is growing and developing professionally. This talks about seeking and helping with PD. I think we can all agree we have had enough PD to last a while – and again, **no mention of outside the day.**
- 4f is showing professionalism. It talks about leadership, complying with school board policies, by the way the contract is something you should comply with as well, being proactive. Again, **nothing about after hours.**

VSET is supposed to measure how effectively you perform your duties. It is designed to be a quantitative system, not a qualitative. Administrators should be looking at how well you do your job, not what time of day you do it. If an administrator were to say your evaluation rating is based on when you did something or did not do something, **VUE will view that as retaliation and will take all necessary steps and legal action available.**