

## LOCAL LETTER OF UNDERSTANDING No. 5

Between:

British Columbia Public School Employers' Association (BCPSEA)

AND

School District #35 Langley Board of Education "Board"

AND

British Columbia Teachers' Federation (BCTF)

AND

Langley Teachers' Association "Local"

### Re: Plans of Assistance

1. In accordance with Article C.29.13.b, Plans of Assistance are provided in the event of a Less than Satisfactory Report. In addition, in principle with a fair opportunity to adjust or change aspects of performance, Plans of Assistance can also be provided any time during the evaluation process.
2. The Board will facilitate a Plan of Assistance developed by the teacher and the evaluator, with the assistance of the Union and the Board. The Plan will be based on criteria selected from Appendix A and identified by the Evaluator as aspects of performance needing support. As part of developing the Plan of Assistance, the parties will seek a shared and common understanding of the aspects of performance upon which the plan is based.
3. A Plan of Assistance will be a positive helping process designed to improve quality of instruction and will include time for discussion, observation, experimentation, demonstration and self-analysis. The parties agree to continue current practice which may include:
  - Release time
  - Leave of absence
  - A peer mentor
  - Opportunities to observe
  - Participation in workshops, conferences, programs, in-service
  - Professional development, course of study
  - Provision of learning and/or teaching resources, teaching supplies and professional materials
  - And other assistance, as agreed.

Date of Signing

For BCPSEA: \_\_\_\_\_

For the BCTF: \_\_\_\_\_

For the Board: \_\_\_\_\_

For the LTA: \_\_\_\_\_