

## EXHIBIT C

**From:** William Brammer [WBrammer@rllaz.com]  
**Sent:** Friday, May 30, 2014 7:26 PM  
**To:** Willis D. Hawley  
**Cc:** 'nramirez@MALDEF.org' (nramirez@MALDEF.org); lthompson@proskauer.com; Rubin Salter Jr. (Rsjr3@aol.com); Anurima Bhargava (Anurima.Bhargava@usdoj.gov); Savitsky, Zoe (CRT) (Zoe.Savitsky@usdoj.gov); Julie Tolleson (Julie.Tolleson@tusd1.org); Desegregation (deseg@tusd1.org); TUSD  
**Subject:** TUSD response to your inquiry re: the status of evaluation of certificated personnel - teachers and principals - USP sec. IV(H)(1)  
**Attachments:** 2368824-Framework for Teaching with SAIL.PDF; 2368823-Evaluation Instruments.PDF

Dr. Hawley:

Our hope is that this email clears up any confusion about the status of the District's compliance with USP Section IV(H)(1) which requires that "[b]y July 1, 2013, the District shall review, amend as appropriate, and adopt teacher and principal evaluation instruments to ensure that such evaluations, in addition to requirements of State law and other measures the District deems appropriate, give adequate weight to: (i) an assessment of (I) teacher efforts to include, engage, and support students from diverse racial, ethnic, cultural, and linguistic backgrounds using culturally responsive pedagogy and (II) efforts by principals to create school conditions, processes, and practices that support learning for racially, ethnically, culturally and linguistically diverse students; (ii) teacher and principal use of classroom and school-level data to improve student outcomes, target interventions, and perform self-monitoring; and (iii) aggregated responses from student and teacher surveys to be developed by the District, protecting the anonymity of survey respondents. These elements shall be included in any future teacher and principal evaluation instruments that may be implemented. All teachers and principals shall be evaluated using the same instruments, as appropriate to their position."

As noted in our first USP Status Report (USR 1) last July, in October 2011, the District selected its current evaluation instrument, aligned to the Danielson framework, in April 2013. See USR 1, p. 25 (attached). The District, in analyzing alternative instruments, considered the requirements set forth by the State and by the USP. In April 2013, the Governing Board approved both instruments, and staff training that began in May 2013 continued throughout SY 2013-14.

In the fall of 2013, District personnel worked on the Supportive and Inclusive Learning model, and District-wide SAIL training has been ongoing. In addition, in February 2014, a District committee worked with a consultant from the Danielson group to analyze the evaluation instrument's Framework for Teaching to identify the CRP components imbedded in the District's current evaluation model and create professional development around those elements. A summary of that review was prepared by

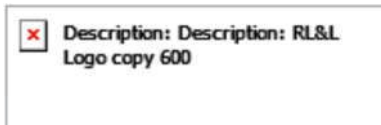
Danielson Group consultant Ann Cummins Bogan, and is attached.

A status update also was contained in the USR 2 at p. 42 (attached) and the District's evaluation instruments are contained as Appendix 42 to the Annual Report. The District does not anticipate any changes to its 2013 evaluation instrument related to the requirements of USP IV(h)(1).

We trust this information both responds to and satisfies your inquiry. Thanks for your continuing interest and support in moving the district toward our common goal of unitary status.

Bill

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