

1 **Memorandum of Understanding**
2 **Between**
3 **North Mason Education Association**
4 **And**
5 **North Mason School District**
6

7 RE: Joint Venture between NMEA and NMSD of the Teacher Evaluation System Pilot.

8 During the 2010-2011 school year, the Teacher Evaluation Task Force piloted a teacher evaluation system in
9 order to test and refine rubric forms, the observation form, and the tiered evaluation system plan and its processes.
10 In order to better evaluate the validity, reliability, usefulness and time required to fully implement the system, the
11 District and NMEA agree to the following for the 2011-12 school years:
12

- 13 1. The co-chairs for the Teacher Evaluation Task Force are the NMEA President and NMSD Assistant
14 Superintendent.
- 15 2. The TPEP budget will be collaboratively developed and approved by the co-chairs.
- 16 3. Task Force Members will be included in the pilot.
- 17 4. Additionally, twenty-five percent of each school's teachers will be selected randomly for participation.
- 18 5. A selected teacher who wishes to be excused from the pilot may request a meeting with the building principal
19 and NMEA task force member. After the meeting, the teacher may excuse themselves from the pilot. If a
20 selected teacher, following the meeting with the principal and NMEA task force member, excuses themselves
21 from the pilot, one additional teacher will be selected, at random.
- 22 6. Teachers not selected randomly for the pilot may request to participate. Volunteers will be included to the
23 extent that the school's principal and NMEA task force member agree that there is adequate capacity, including
24 administrator time, to include the volunteers while maintaining the quality and integrity of the pilot. If more
25 teachers volunteer than can be accommodated, the principal and NMEA task force member shall select
26 participants from the volunteer pool.
- 27 7. The pilot evaluation system will not be used to place an employee on probation. The employee may be returned
28 to the current contract's summative evaluation if the principal determines that a formal plan of improvement
29 may be necessary.
- 30 8. The documents and tools, including the evaluation criteria, may be revised along the way by the NMEA/NMSD
31 Teacher Evaluation Task Force.
- 32 9. NMEA Task Force members will receive a \$500.00 stipend from state funds received for TPEP.
33

34 The NMEA/NMSD Teacher Evaluation Task Force will meet monthly, in order to continue to research and make
35 recommendations for revision of the current pilot documents. The system will be refined based on input from
36 teachers and principals who are participants in this pilot, as well as utilizing feedback from the current Teacher
37 Evaluation Task Force representatives.

38 Except as described in 1-9 above, all NMEA individual member rights, NMEA Association Rights, and NMSD
39 Administrative Rights are maintained and protected as described in the CBA and in law.

40 Recommendations from the NMEA/NMSD Teacher Evaluation Task Force will be submitted to the
41 Bargaining Teams for consideration by July 1, 2012.

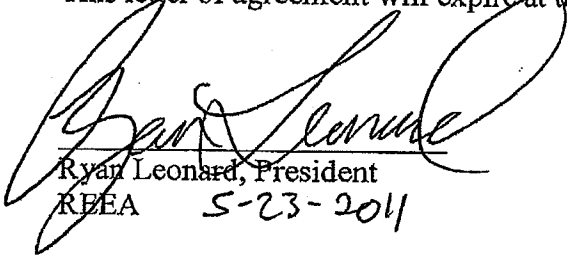
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43 For the Association *Dickie Hopkins* *Michael Siphon* Date 9/19/2011
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45 For the District *Don [Signature]* Date 9/20/11
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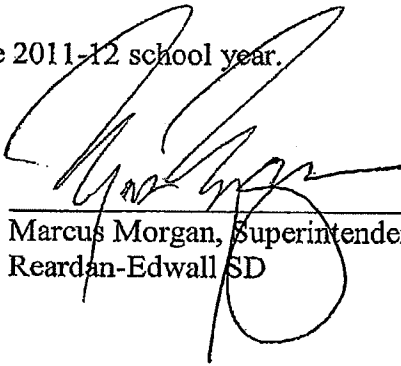
Letter of Agreement Between Reardan-Edwall School District and Reardan-Edwall Education Association

The District and the REEA agree to implement a pilot of a model for teacher evaluation under the criteria stipulated in E2SB6696 under the following conditions:

- 1) Participation in the pilot will be voluntary. The District agrees to include up to 8 volunteer certificated classroom teachers from across all school buildings in the district.
- 2) Participants will be given a summative evaluation by their principal according to the criteria, definitions and rubrics created by the TPEP Consortium. Participants, while participating will be exempt from performance evaluation under existing procedures or criteria.
- 3) Participating teachers or principals may discontinue the teacher's participation in the pilot upon written notification. If a teacher is discontinued under the pilot, that teacher will be subject to existing evaluation procedures under the Collective Bargaining Agreement and State Law.
- 4) The District will compensate participating teachers for summer 2011 training for the pilot at the rate of curriculum pay (\$25.00 per hour). Payment is contingent upon the evaluation grant being fully funded by the legislature.
- 5) The District will provide each participating teacher in the pilot a stipend of \$250 for the 2011-12 school year. Stipend payment will be paid after May 1, 2012. Payment will be prorated based on the school year if a participant drops out of the pilot for any reason.

This letter of agreement will expire at the end of the 2011-12 school year.


Ryan Leonard, President
REEA 5-23-2011


Marcus Morgan, Superintendent
Reardan-Edwall SD

5/23/2011

May 12, 2011

Letter of Agreement for 2011-2012

Wenatchee School District No. 246 and the Wenatchee Education Association agree that from September 1, 2011 through August 31, 2012 those teachers participating in the pilot of our new evaluation model shall suffer no adverse effect.

Wenatchee School District

Wenatchee Education Association

Human Resources Director

Wenatchee Education Association
President

**NEW TEACHER EVALUATION PILOT
MEMORANDUM OF UNDERSTANDING FOR 2011-2012**

PURPOSE: The purpose of this memorandum is to describe agreements between the Wilbur Education Association and the Wilbur School District in order to implement a pilot of a model for teacher evaluation under the criteria stipulated in E2SB6696.

RATIONALE AND REQUIREMENTS: The pilot will be conducted to inform the Office of the Superintendent of Public Instruction (OSPI) regarding the viability of the developed model and processes necessary to implement it. The model of evaluation for the pilot year will be the model developed in collaboration between the Association, the District and the Northeast Washington Education Service District (NEWESD 101) Evaluation Consortium, and under the conditions of the State grant entered into for these purposes. The deliverables required from the pilot include: (1) development of a draft model of evaluation incorporating the new legal criteria delivered to OSPI and piloted throughout out the 2011-2012 school year, and (2) a report to be designated by OSPI that will include information, evidence and data regarding the pilot's implementation. Pilot participants will be paid their respective per diem rate for any additional days of pilot related (as assigned by the superintendent) work beyond their contracted teaching days.

CONDITIONS: Teachers volunteering or selected to participate in the pilot will have their performance evaluated according to the criteria, definitions and rubrics created by the consortium and will contribute to the processes and evidence described in the final consortium documents. Participants, while participating, shall be exempt from performance evaluation under other procedures or criteria. Evidence of performance may be modified from the consortium model guidelines provided any and all deviations and their rationale are documented, agreed upon by the teacher and principal, and reported in the final pilot report to OSPI.

Non-provisional teachers volunteering or selected for the pilot will not be placed on a plan of improvement, or otherwise placed on a path toward non-renewal of his/her contract while participating in the evaluation pilot. The District does not waive the right to non-renew a third-year provisional teacher as provided in State law.

TERMINATION OF PARTICIPATION: The participating teacher or supervising principal may discontinue the teacher's participation in the pilot upon written notification. That notification shall include a rationale for the discontinuance. Although participation in the pilot is intended to provide information and data regarding the process to OSPI, unforeseen circumstances may arise during the pilot warranting discontinuance of participation in the pilot. A teacher shall not be disciplined or otherwise harmed as a result of discontinuing participation. Discontinuance, however unlikely, may be indicated if a teacher's *overall* performance, after consultation with the teacher and the superintendent, is judged to be unsatisfactory. At the conclusion of participating throughout all or any portion of the pilot both principal and teacher may be required by OSPI to provide information in the form of written answers to questions and/or participate in interviews regarding the pilot experience prior to discontinuance.

If a teacher discontinues or is removed from participation in the pilot, the teacher will be evaluated for the remainder of the year under the current evaluation criteria and statutes.

Rhonda Widmer, WTA President

Steve Gaub, Superintendent

Date Signed

Dated Signed