

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