

Memorandum of Understanding
Between
North Thurston Education Association
And
North Thurston Public Schools

RE: Joint Venture between NTEA and NTPS of the Teacher Evaluation System Pilot.



In the interest of building a future-focused system for teacher evaluation and support, NTEA and NTPS continue to work collaboratively to develop a four-level rating system for evaluating classroom teachers in accordance with SB 6696.

The NTPS Teacher and Principal Evaluation Project has developed a teacher evaluation system pilot to enable school administrators and teacher volunteers to pilot SB 6696-aligned procedures, forms, and reports for the 2011-2012 school year, with the understanding that these procedures, forms, and reports may need to be revised during the term of this agreement as the result of feedback from pilot participants and/or OSPI.

Teacher participation in this pilot shall be voluntary by mutual agreement between the teacher and their evaluating administrator. The Teacher Evaluation System Pilot cannot be used to place an employee on probation or to deem overall performance as unsatisfactory for the 2011-12 school year. Teacher participation in this pilot will fulfill 100% of the NTPS DPDT Requirement.

Participation in this pilot shall be for the 2011-2012 school year. This pilot will replace the Evaluation and Probation Requirements as articulated in Article 19 and Appendix D of the NTEA-NTPS Collective Bargaining Agreement for participating teachers.

The NTEA-NTPS Bargaining Team will review this Memorandum of Understanding for possible renewal by June 2012.

	4/13/11		4/13/11
For the Association	Date	For the District	Date