

Memorandum of Understanding (MoU) **Regarding the New Teacher Evaluation Project**

WHEREAS, the legislature established new teacher and principal evaluation requirements in Engrossed Substitute Senate Bill 5895 (ESSB 5895) that are to be fully implemented by the 2015/16 school year;

WHEREAS, the District and Association jointly participated in a 2011/12 state-funded Regional Implementation Grant (RIG) through the Northwest Educational Service District (NWESD) in order to: learn more about the evaluation system, select an instructional framework [the **ABC Framework**], and prepare the 2012/13 pilot of the state-approved **ABC Evaluation Rubric**;

WHEREAS, the 2012/13 pilot must encourage full participation of all stakeholders in development and implementation activities, include at least twenty percent (20%) of certificated teachers, include all new and provisional status teachers, and involve all principals and assistant principals if they supervise and evaluate teachers;

WHEREAS, the District and Association find it is unrealistic to expect a principal/assistant principal to implement the new evaluation process with fidelity for all teachers within the first year; and,

WHEREAS, the District and Association are committed to implementing the new evaluation system and process with fidelity, in ways that encourage professional growth and development.

NOW, THEREFORE, IT IS AGREED relative to the 2012/13 evaluation pilot:

- 1) The **ABC** Instructional Framework and its corresponding Evaluation Rubric will be implemented in the District via the evaluation pilot, as a vehicle to facilitate professional development and improvement.
- 2) Ongoing communications and coordination related to the successful pilot implementation during the 2012/13 year will be facilitated by **XX** person Teacher Evaluation Committee, consisting of half District and half Association representatives. The co-chairs of the Teacher Evaluation Committee are the **XYZEA President** and **XYZ District Assistant Superintendent**. Teacher Evaluation Committee members will be included in the pilot.
- 3) The Teacher Evaluation Committee will meet at least monthly, in order to continue to research, make recommendations for revision, and to assure for Intra-District communication and coordination. It is anticipated the system will be refined based on feedback from teachers and principals who are participants in this pilot, as well as from the Teacher Evaluation Committee members.
- 4) **Twenty-five percent (25%)** of each school's classroom teachers will be randomly selected for participation. Any teacher on a *Plan of Improvement* in 2012/13 will be excluded from the random selection process.
- 5) Any selected teacher who wishes to be excused from the 2012/13 pilot may request a meeting with the building principal and a **XYZEA** Teacher Evaluation Committee member. After the meeting, the teacher may excuse him/herself from the pilot. If a selected teacher, following the meeting with the principal and **XYZEA** Teacher Evaluation Committee member, excuses him/herself from the pilot, one additional teacher will be selected, at random. However, at least **twenty-five percent (25%)** of each school's classroom teachers will participate.

- 6) Teachers not selected randomly for the pilot may request to participate. Volunteers will be included to the extent that the school's principal and XYZEA Teacher Evaluation Committee member agree that there is adequate capacity, including administrator time, to include the volunteers while maintaining the quality and integrity of the pilot. If more teachers volunteer than can be accommodated, the principal and XYZEA Teacher Evaluation Committee member shall select participants from the volunteer pool.
- 7) The pilot evaluation system will not be used to place an employee on probation. The employee may be returned to the current contract's summative evaluation if the principal determines that a formal *Plan of Improvement* may be necessary.
- 8) The pre/post conference documents and tools may be revised along the way by the Teacher Evaluation Committee.
- 9) Teacher Evaluation Committee members will receive a \$XX.00 stipend from state funds received for TPEP during the 2012/13 year.
- 10) Except as described in 1-9 above, all XYZEA individual member rights, XYZEA Association rights, and XYZ District rights are maintained and protected as described in the Collectively Bargained Agreement and law.
- 11) Recommendations from the Teacher Evaluation Committee will be submitted to the Bargaining Teams for consideration by MONTH 1, 2013.

By the signatures below we 1) agree to the terms and conditions presented in this Memorandum of Understanding (MoU) related to the implementation of the four-tiered teacher evaluation requirements established in ESSB 5895, and 2) confirm we have the authority to enter this MoU on behalf of the District and Association:

For the District

For the Association:

Ima Superintendent (Date)
XYZ Superintendent

Ima WEA Unit Leader (Date)
XYZEA President