

MEMORANDUM OF UNDERSTANDING

**between the
ISSAQUAH EDUCATION ASSOCIATION
and the
ISSAQUAH SCHOOL DISTRICT
Regarding Certificated Evaluations
2020-2021 School Year**

1. The parties recognize that performance evaluation and the evaluation process in the COVID environment presents new challenges for all, and we share an interest in supporting staff in this COVID environment. Promoting excellence means that we prioritize understanding how practice does or does not center on equity and justice - particularly as COVID-19 and systemic racism intersect. The parties are committed to fostering a fair and just evaluation system for staff that invites contributions from staff of all backgrounds and moves our education community closer to a workplace environment and culture that supports retaining a highly skilled and diverse workforce.
2. The parties are committed to following the provisions set forth in Article 6 of the Collective Bargaining Agreement unless modified herein. Due to the ongoing COVID-19 pandemic, the following modifications will be made to the evaluation system outlined in Article 6 for the 2020-2021 school year. These changes align with recommendations put forth by the Office of Superintendent of Public Instruction Bulletin No. 063-20 Educator Growth and Development dated August 7, 2020.

Item	Category	Action
1	Classroom teachers who are scheduled for a Focused evaluation	Proceed with regular Focused evaluation process.
2	Classroom teachers in years two and beyond who are scheduled for a Comprehensive evaluation.	<p>The teacher will decide on two criteria to be formally scored using evidence provided during the 2020–21 school year. The remaining six criteria will be scored by assigning the score received in most recent Comprehensive evaluation.</p> <p>Determination of the two criteria will be made according to current negotiated process for choosing criterion for Focused evaluation, which must include approval by the educator’s evaluator.</p> <p>Should concerns arise, a teacher can be moved to regular Comprehensive cycle (all 8 criteria) if notified in writing by December 15, 2020.</p>

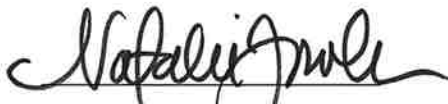
3	Classroom teachers in their first year of teaching and scheduled for a Comprehensive evaluation.	<p>The teacher will decide on two criteria to be formally scored using evidence provided during the 2020–21 school year.</p> <p>The remaining criteria will be scored “Basic” as default score. <i>Districts are encouraged to note the use of “default scores due to the circumstances of the COVID-19 pandemic” where applicable.</i></p> <p>Determination of the two criteria will be made according to current negotiated process for choosing criterion for Focused evaluation, which must include approval by the teacher’s evaluator.</p> <p>If adequate evidence that clearly indicates Proficient practice is provided for default criteria, evaluator may override the Basic score.</p> <p>Should concerns arise, a teacher can be moved to regular Comprehensive cycle (all 8 criteria) if notified in writing by December 15.</p>
4	Other Certificated Staff (Dean, Nurse, School Counselor, School Psychologist, Teacher/Librarian, Therapeutic Specialist, TOSA) who are scheduled for a Focused evaluation	Proceed with regular Focused evaluation process.
5	Other Certificated Staff Comprehensive (Dean, Nurse, School Counselor, School Psychologist, Teacher/Librarian, Therapeutic Specialist, TOSA) who are scheduled for a Comprehensive evaluation	<p>The educator will decide on two criteria to be formally scored using evidence provided during the 2020–21 school year.</p> <p>Determination of the two criteria will be made according to current negotiated process for choosing criterion for Focused evaluation, which must include approval by the educator’s evaluator.</p> <p>Should concerns arise, an educator can be moved to regular Comprehensive cycle (all 8 criteria) if notified in writing by December 15.</p>
6	Certificated staff with two or more years of successful performance in another Washington state district or another state who are in their first year in Issaquah (and therefore, on a Comprehensive evaluation) “Provisional 3.”	Use process identified in #2 above.

7	Informal growth plan or Educator on probation	Handled on a case-by-case basis in consultation with Issaquah Education Association, School Principal and Executive Director of Human Resources.
---	---	--

1. Pre- and post-observation meetings will be done through a virtual platform. If the staff member requests to meet in person, the evaluator and staff member may meet in a location designated by the staff member if mutually agreed to in writing by the staff member and their evaluator. All health and safety protocols will be followed.
2. Teachers on a modified Comprehensive evaluation (#2 above) for 2020-21 develop one student growth goal for criteria 3 or 6. Scores for the other two criteria are assigned using the most recent Student Growth scores for those two criteria. In the event no such scores are available, the score assigned would default to Basic (2).
3. The staff member has up to five (5) working days after the post-observation meeting to provide additional evidence, which may then be incorporated into the completed Preliminary Evaluation Rating form. The completed form will be provided to the staff member within five (5) working days after receiving additional evidence, or sooner if the staff member does not have additional evidence to submit. Article 6 Section 3.3 revision.

This MOU shall be in effect for the 2020-21 school year and shall sunset on the last instructional day of the school year. All other provisions of the collective bargaining agreement shall remain in full effect. This MOU is not precedent-setting and is intended to address the specific and unprecedented health emergency presented by COVID-19.

Agreed to this 30 day of September 2020.



Natalie Fowler

Executive Director of Human Resources



Derona Burkholder

Issaquah Education President