

Memorandum of Understanding

between

Tukwila School District

and

Tukwila Education Association

This Memorandum of Understanding is made and entered into between the Tukwila School District and the Tukwila Education Association concerning the Teacher/Principal Evaluation Program (TPEP) Pilot of the revised Student Growth Goal Rubrics from OSPI.

1. The parties agree to pilot and use the revised Student Growth Goal (SGG) Rubrics from OSPI for evaluation purposes for the 2021-22 school year only instead of the one listed in the current collective bargaining agreement at Article 4: Evaluation Procedures.
2. The parties agree that the individuals participating in the pilot will have received a summative evaluation of "proficient" or better for the 2020-21 school year. The individuals taking part in the pilot will receive a summative evaluation of "proficient" or better at the end of the 2021-2022 school year.
3. The District will provide training to teachers who participate in the pilot program and pay them for said training on a timesheet.

Trainings will focus on:

- Critical Standards
- Cognitive Engagement
- Emotional Engagement
- Formative and Summative Assessments
- Student Engagement in Assessments

4. This Memorandum of Understanding expires on August 31, 2022.
5. This Memorandum of Understanding does not create a precedent or past practice.

This Agreement was made this 9th day of February 2022.

Tukwila Education Association



Debbie Aldous, TEA President

Tukwila School District



Dr. Flip Herndon, TSD Superintendent

Appendix B: TPEP Placement

Employment/ Evaluation Status	Summative Rating	2022-2023 SY Cycle Placement	Additional Information/ Considerations
1. Teachers who are scheduled for a Focused evaluation. Certificated Staff on Focused TPEP Evaluation	Proceed with regular Focused evaluation process.	In 2022-23 SY, certificated staff on TPEP cycle will retain their status in six (6) year rotation cycle (5 Focused: 1 Comprehensive), unless staff member is on Focused and moved to Comprehensive cycle through self- or evaluator determination (TSD/TEA CBA Article 4).	Teachers who are scheduled for a Focused evaluation will proceed with the regular Focused evaluation process.
2. Teachers in years four and beyond , who are scheduled for a Comprehensive evaluation under RCW 28A.405.100. Certificated Staff on Modified Comprehensive TPEP Evaluation (Experience level 4 years and beyond)- trending Proficient or Distinguished	Decide on at least two criteria to be formally scored using evidence provided during the 2021–22 school year, and one Student Growth Goal (from Criterion 3 or 6) to be formally scored using evidence provided from the 2021-22 school year. Remaining six criteria to be scored by assigning score received in most recent Comprehensive evaluation unless teacher provides additional evidence in order to potentially raise that score. Teacher can be scored on up to eight criteria if teacher and evaluator are notified in writing by December 15 that additional criteria will be formally scored.	In 2022-23 SY, certificated staff on TPEP cycle will retain their status in six (6) year rotation cycle (5 Focused: 1 Comprehensive), unless a staff member is on Focused and moved to Comprehensive cycle through self or evaluator determination (TSD/TEA CBA Article 4).	The determination of the two criteria will be made according to the process for choosing criterion for Focused evaluation pursuant to state law and Article 4.2.5f of the CBA.
3. Teachers on Provisional contracts in years two and three	Decide on two criteria to be formally scored using evidence provided during the 2020–21 school year. Remaining six	If on Provisional status in 2021-2022 SY, staff members will remain on Comprehensive. If no	The determination of the two criteria will be made according to the process for

who are scheduled for a Comprehensive evaluation under RCW 28A.405.100.	criteria to be scored by assigning score received in most recent Comprehensive evaluation unless teacher provides additional evidence in order to potentially raise that score. Teacher can be scored on up to eight criteria if teacher and evaluator are notified in writing by December 15 that additional criteria will be formally scored.	longer in Provisional status in 2021-2022 SY, staff members may be moved to Focused at discretion of evaluator.	choosing criterion for Focused evaluation pursuant to state law and Article 4.2.5f of the CBA.
4. Teachers in their first year of teaching, on a Comprehensive evaluation.	Determine up to eight criteria (no fewer than two) to be formally scored using evidence provided during the 2020–21 school year. Remaining criteria to be scored “Basic” as default score. Districts are encouraged to note the use of “default scores due to the circumstances of the COVID-19 pandemic” where applicable. Teacher and evaluator will be notified in writing by December 15 of criteria to be formally scored.	In 2021-2022 SY, staff members will move to Provisional 2 status and will remain on Comprehensive.	If fewer than eight criteria are selected for scoring, the determination of the two criteria will be made according to the process for choosing criterion for Focused evaluation pursuant to state law and Article 4.2.5f of the CBA.
5. Teachers with two or more years of successful performance in another WA state district who are in their first year of teaching in a new district (and, therefore, on a Comprehensive evaluation) “Provisional 3.”	Determine up to eight criteria (no fewer than two) to be formally scored using evidence provided during the 2020–21 school year. Remaining criteria to be scored by assigning score received in most recent Comprehensive evaluation (must submit print-out of scores to administrator prior to final evidence submission deadline). Teacher and evaluator will be notified in writing by December 15 of criteria to be formally scored.	In 2021-2022 SY, staff members will move to Continuing and may be moved to Focused at discretion of evaluator.	If fewer than eight criteria are selected for scoring, the determination of the two criteria will be made according to the process for choosing criterion for Focused evaluation pursuant to state law and Article 4.2.5f of the CBA.
6. Teachers with two or more years of	Determine up to eight criteria (no fewer than two) to be formally scored using evidence	In 2021-2022 SY, staff members will move to Continuing and may be	If fewer than eight criteria are selected for scoring, the

<p>successful performance in another state or who taught in Washington prior to the implementation of TPEP, who are in their first year of teaching in a new district (and, therefore, on a Comprehensive evaluation) “Provisional 3.”</p>	<p>provided during the 2020–21 school year. Remaining criteria to be scored “Proficient” as default score. Districts are encouraged to note the use of “default scores due to the circumstances of the COVID-19 pandemic” where applicable. Teacher and evaluator will be notified in writing by December 15 of criteria to be formally scored.</p>	<p>moved to Focused at discretion of evaluator.</p>	<p>determination of the two criteria will be made according to the process for choosing criterion for Focused evaluation pursuant to state law and Article 4.2.5f of the CBA.</p>
<p>7. Teachers on probation or plan of improvement.</p>	<p>Not applicable</p>	<p>N/A</p>	<p>N/A</p>