

**MEMORANDUM OF UNDERSTANDING**  
**San Pasqual Union School District and**  
**San Pasqual Elementary Teachers' Association**

**E3 Teacher Professional Learning Plan**

This is an agreement between San Pasqual Union School District (SPUSD) and the San Pasqual Elementary Teachers' Association (SPETA). This agreement is entered into as an effort to overhaul Article 16 - Evaluation Procedure, including Appendices E-G. For the purpose of this agreement, all permanent unit members will participate in the E3 Professional Learning Plan for the 2023/24 year.

All permanent members will be held harmless during the process and may choose to either put the E3PLP in their file or not. Temporary unit members will have the option of being evaluated according to the language in Article 16 or using the language below.

The parties hereby agree to the following provisions regarding the development of the new evaluation system, hereafter identified as the "Professional Learning Plan", during the 2023-2024 school year. The expectations of staff are defined below:

**WHO?**

All teachers and administrators at San Pasqual Union School.

**WHAT?**

The E3 Professional Learning Plan is a collegial, growth inspiring process to enhance teaching and learning at San Pasqual Union School.

**WHEN?**


For the 2023/24 school year, all permanent certificated staff will participate in the E3 Professional Learning Plan.

**WHY?**

The purpose of the E3 is to transition from an event-based evaluation conducted by an administrator to a continuous cycle of professional growth, establishing goals, utilizing collegial observations, peer coaching conversations, and administrative support. This Professional Learning Plan (PGP/IPGP) is to help you identify your professional strengths and opportunities to assist you in your career growth and development. This will require introspective thought, data analysis, input, and feedback from you and your colleagues.

This MOU is in effect for the 2023-24 school year, commencing July 1, 2023 and concluding June 30, 2024. If we don't adopt this program or enter into another MOU, then we will revert back to the current evaluation program, per the contract.

San Pasqual Union School District (SPUSD)

 \_\_\_\_\_ Date 6-9-23

Mark Burroughs, Superintendent/Principal

San Pasqual Elementary Teachers' Association (SPETA)

 \_\_\_\_\_ Date 6-9-23

Jolene Mallory, Vice President