

MEMORANDUM OF UNDERSTANDING

Between

FIFE EDUCATION ASSOCIATION

&

FIFE PUBLIC SCHOOLS

PURPOSE

This Memorandum of Understanding is made and entered into between the Fife Public Schools and the Fife Education Association concerning the Teacher/Principal Evaluation Program (TPEP) Pilot of the revised Student Growth Goal Rubrics from the Office of the Superintendent of Public Instruction (OSPI) for the 2022-23 and 2023-24 school years. These revised Student Growth Goal Rubrics serve to advance and promote instructional practices that are culturally responsive, socially and emotionally literate, and inclusive of all students while yielding student and educator growth.

For the purpose of this Memorandum of Understanding, the term “classroom teaching staff” does not include ESAs, counselors, librarians, media specialists, instructional coaches, curriculum specialists, and other employees who do not work with regularly recurring and specifically defined groups of students.

THE AGREEMENT

1. The parties agree to pilot and use the revised Student Growth Goal (SGG) Rubrics from OSPI for evaluation purposes for the 2022-23 school year for Fife High School Staff, while the remaining district classroom teaching staff would continue to be evaluated using the original evaluation procedure outlined in the current collective bargaining agreement Article 10-Evaluation.
2. The parties agree for the 2023-24 school year, all district classroom teaching staff will be evaluated under the Revised SGG Pilot.
3. The parties agree that individuals participating in the district SGG pilot for 2022-23 and 2023-24 will receive a final, summative evaluation of “proficient” or better at the end of the evaluation year.
4. The parties agree the District will provide training to classroom teaching staff who participate in the pilot program. If such training falls outside of the provisions established for professional development in the current collective bargaining agreement, the District will pay participating classroom teaching staff for said training on a timesheet at the professional rate of pay. Training will focus on:
 - a. The revised SGG rubrics, including differences between the old and new rubrics
 - b. How the revised SGG rubrics differ procedurally and conceptually


- c. Appropriate terminology related to the revised SGG rubrics
- 5. This Memorandum of Understanding expires on August 31, 2024.
- 6. This Memorandum of Understanding does not create a precedent or past practice.

This Agreement was made this 9th day of March, 2023.

Fife Education Association


Kendra Danielson, FEA President

Fife Public Schools


Lillie Torres, Director of Human Resources