

**Letter of Agreement
between
Highline Education Association
and
Highline School District**

**Highline Virtual Academy Independent Learning Model
Effective School Years 2024-2026**

The Highline School District (HSD) and Highline Education Association (HEA) share a commitment to high quality educational outcomes for all students and recognize that non-traditional educational models may be successful in engaging or re-engaging some students. To that end, the parties agree to support an independent learning model ALE (Alternative Learning Environment) structure at Highline Virtual Academy (HVA) that is primarily asynchronous, almost exclusively online, and focused on both credit acquisition and credit retrieval.

Teachers working in the independent model structure support students in grades 6 through 12 who are utilizing EdGenuity to earn credit. Teacher responsibilities include managing the students' ALE learning plans and progress reports, assisting with their EdGenuity dashboards, including providing alternative assessments if students are stuck and/or grading assignments that cannot be machine scored, and meeting with each student weekly for 15-20 minutes to check-in on progress. Teachers also assist in orientations, called "Launch Day" with new students to introduce the Edgenuity platform and develop their learning plan.

Each 1.0 FTE independent model teacher works with a cohort of 32 students; student load is pro-rated by teacher FTE. Each Independent Model student course load varies between taking one (1) and five (5) Edgenuity classes per quarter, with an overall goal of each student having the opportunity to earn six (6) high school credits toward graduation per year for those in high school grades and enrolled in a full school year. Students enrolled in middle school level grades have the opportunity to complete an equivalent course load for that grade level at a traditional middle school in Highline. Once a teacher has a full cohort of 32 students (or the pro-rated portion thereof), additional students will be placed on a waitlist until there is space available.

In addition, each 1.0 independent model teacher may be asked to monitor EdGenuity credit recovery progress and provide assistance with EdGenuity troubleshooting for up to 15 HVA blended model students at any one time, or a pro-rated portion thereof based on FTE. The independent model teacher will provide a weekly progress update to the student's advisor, so that the advisor can follow up with the student and/or family as needed.

As the independent model evolves over time, the teacher's role may change to provide independent projects and/or courses that go beyond EdGenuity. In that event, the student cohort ratio may require adjustment. HEA and HSD agree to review this Letter of Agreement in Labor-Management Committee each spring to discuss any student load adjustments needed for the subsequent school year. In addition, any implementation concerns or challenges may be brought to Labor-Management for problem-solving throughout the year.

HIGHLINE EDUCATION ASSOCIATION



Jeb Binns, MAT
President

2/5/25

Date

HIGHLINE SCHOOL DISTRICT NO. 401



Dr. Steve Grubb
Associate Superintendent

2/5/25

Date