

MASTER AGREEMENT 2025-2027
MEMORANDUM OF UNDERSTANDING
Teacher Development and Evaluation Model

Whereas, the Columbia Heights School District ("School District") and Columbia Heights Federation of Teachers, Local #710 ("Local 710"), have entered into a collective bargaining agreement for 2025-2027;

Whereas, the 2023 legislative session required local Teacher Development and Evaluation models to include rubrics of performance standards for teacher practice that (i) are based on professional teaching standards established in Minnesota Rules, part 8710.2000; (ii) include culturally responsive methodologies; and (iii) provide common descriptions of effectiveness using at least three levels of performance, and

Whereas, the district administration and exclusive representatives of the teachers in the district have met and agreed upon a Teacher Development and Evaluation model, and

Whereas, the committee met seven times from October 2024 through May 2025, and

Whereas, the approved upon Teacher Development and Evaluation model is effective starting with the 2025-2026 school year per Minnesota State Statute 122A.40, and

Now Therefore, the School District and Local #710 agree as follows:

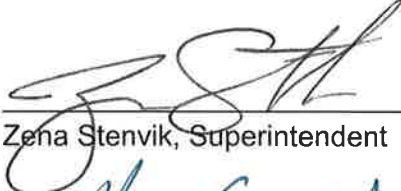
1. The Teacher Development and Evaluation Model as developed and detailed in the TDE guiding document by district administration and exclusive representative of teachers shall be adopted;
2. During the 2025-26 school year, the committee shall meet periodically to review the effectiveness of implementation and if needed, make agreed upon adjustments to the Guiding Document.
3. Specifically, the Teacher Development and Evaluation Model will use the 5D+ Rubric for Instructional Growth and Teacher Evaluation;
4. During the 2025-26 school year, the District will provide teachers being evaluated with training and support on the new system, including how to upload evidence. During the first year of implementation, the committee will review the time commitment for 5D+ and make a recommendation to the superintendent whether additional time is needed.


Daniel Honigs Lead Negotiator, Local #710

Date: 6/18/2025


Daniel Honigs, President, Local #710

Date: 6/18/2025


Zena Stenvik, Superintendent

Date: 6/18/2025


Mary Granlund, School Board Chair

Date: 6/24/2025