

The Board of Education of Zion School District No. 6

and

The Zion Education Association – IEA/NEA

This Memorandum of Understanding (“MOU”) is entered into by Zion School District No. 6, Lake County, Illinois, (“District”) and the Zion Education Association – IEA/NEA (“Association”) (hereinafter collectively referred to as the “Parties”).

WHEREAS, the Association and the District are Parties to the 2023-2027 collective bargaining agreement (“CBA”); and

WHEREAS, the Parties recognize a need to align Pre-K evaluations with the Illinois Preschool for All (PFA) Compliance Checklist and improve the reliability of student growth data; and

WHEREAS, the Parties wish to amend the Teacher Evaluation Plan contained in Appendix D to replace Teaching Strategies GOLD as the student growth measure for PreK evaluations with myIGDIs, a criterion-referenced, normed assessment that directly measures progress in early literacy and numeracy skills; and

WHEREAS, the Parties recognize that this change will also reduce teacher workload by eliminating the need to collect anecdotal documentation for 21 objectives, thereby eliminating scoring subjectivity and increasing compliance with the Preschool for All (PFA) requirement for reliable and valid assessment (Indicator 12).

NOW, THEREFORE, the Parties agree as follows:

1. **Incorporation of Recitals.** The recitals set forth above are true and correct and are incorporated in this paragraph by reference.
2. **PreK Assessment.** Effective the 2025-2026 school year, the Teacher Evaluation Plan contained in Appendix D is amended to replace any and all references to “Teaching Strategies GOLD” with “myIGDIs” (Individual Growth and Development Indicators) and that myIGDIs will be the sole criterion-referenced student growth measure for PreK teacher evaluations.
3. **Administration Timelines.** Effective the 2025-2026 school year, the Teacher Evaluation Plan is further amended to clarify that myIGDIs will be administered three times per year in September, December/January, and May, aligning with the district’s NWEA testing windows for K-8 and ensuring consistency and comparability in evaluation timelines as this schedule mirrors the frequency of the Teaching Strategies GOLD student growth measurement periods.

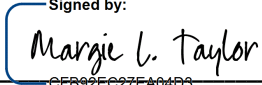
For the 2025-2026 school year only, the administration of myIGDIs will be as follows:

- a. Fall 2025: First administration of myIGDIs (BOY) to establish baseline data.
 - b. Winter 2025–2026: (MOY) administration and progress monitoring.
 - c. Spring 2026: EOY administration and completion of pilot year scoring.
4. **Scoring.** Effective the 2025-2026 school year, the Teacher Evaluation Plan is further amended as follows:
 - a. Teacher student growth ratings will be based on Median Conditional Growth Percentile Scores provided by myIGDIs as follows:
 - Excellent: 75–100
 - Proficient: 50–74
 - Needs Improvement: 25–49
 - Unsatisfactory: 0–24
 - b. Student growth will be calculated based on movement from a lower tier to a higher tier (Tier II/III to Cut, or Cut to Tier I) or maintaining Tier I performance across administrations.
 - c. A future meeting will be held to establish the norms.
5. **Pilot Year Student Growth Rating.** The Parties agree that due to the 2025-2026 school year being the first year for the use of the myIGDIs assessment and the affected teachers will be learning to use this new assessment, the PreK teachers on cycle for an evaluation during the 2025-2026 school year will receive a rating of “Proficient” for the student growth portion (i.e., 30%) of their summative evaluation; regardless of individual student growth results.
6. **Non-precedential.** This MOU is nonprecedential.
7. **Amendments.** No provisions or requirements expressed in this MOU may be altered, modified, changed and/or canceled after the effective date of this MOU, except upon the express written consent of all Parties.
8. **Execution.** This MOU may be executed in multiple counterparts, and a set of counterparts bearing the signatures of the Parties hereto shall constitute the MOU as fully as if the Parties had signed a single document. The Parties agree to accept facsimile and electronic copies of this MOU as if original copies.
9. **Term.** This MOU shall remain in full force and effect until June 30, 2027.

SIGNATURE PAGE TO FOLLOW

IN WITNESS WHEREOF, the BOARD OF EDUCATION OF ZION SCHOOL DISTRICT NO. 6, LAKE COUNTY, ILLINOIS and the ZION EDUCATION ASSOCIATION-IEA/NEA, have approved and executed this Agreement on the dates indicated below, and the Agreement shall be effective as of the last date of signature.

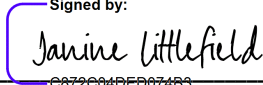
ZION ELEMENTARY SCHOOL DISTRICT 6

Signed by:

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Board President

Date: 9/17/2025

ZION EDUCATION ASSOCIATION – IEA/NEA

Signed by:

C672C04DED074B3...

ZEA President

Date: 9/18/2025