MEMORANDUM OF UNDERSTANDING
between the
EDMONDS SCHOOL DISTRICT NO. 15
and the
EDMONDS EDUCATION ASSOCIATION
2026-28

THIS MEMORANDUM OF UNDERSTANDING regarding the implementation of the Meadowdale Middle School Alternative Grading Scale Pilot shall be effective from Fall 2026 through Spring 2028.

WHEREAS, the Edmonds School District Board of Directors adopted a grading practices resolution directing the District to explore grading systems that improve accuracy, consistency, equity, and communication of student learning; and

WHEREAS, the District and Association recognize the importance of evaluating grading practices through thoughtful implementation, data collection, and stakeholder feedback;

WHEREAS, Meadowdale Middle School staff have run a Draft 5 process, which effectively showed they expressed interest in piloting an alternative grading scale as part of the District's broader grading practices work; and

WHEREAS, both parties acknowledge that consistency of implementation is necessary to ensure valid evaluation of grading outcomes; and

WHEREAS, the District and Association desire to collect evidence regarding the impact of an alternative grading scale on student achievement, grading distributions, student engagement, family understanding, and course completion;

THEREFORE, the undersigned parties hereby agree as follows:

Pilot Grading Scale
Meadowdale Middle School shall implement the Alternative Grading Scale shown below in place of the District's default grading scale for all courses that utilize traditional letter grades for the duration of the pilot. Note that the option of Pass/Fail and Satisfactory/Unsatisfactory for students with IEPs or in the MLL program will remain in effect.

Grade	Numeric Range
A	3.6 - 4.0
A-	3.4 - 3.5
B+	3.2 - 3.3
B	2.8 - 3.1
B-	2.6 - 2.7
C+	2.4 - 2.5
C	1.8 - 2.3
C-	1.6 - 1.7
D+	1.4 - 1.5
D	0.8 - 1.3

F	0.0 - 0.7

The pilot also includes a P/F grading scale shown below:

Grade	Percentages	0-4 Scale
P	20-100	1.3-4
NC	0-19.9	0-0.7

Participation
The pilot shall be implemented school-wide.

All Meadowdale Middle School certificated staff responsible for assigning grades shall participate in the pilot unless otherwise agreed upon by the District and Association.

Consistency of implementation is essential to the validity of the pilot. Individual teachers shall not opt into or out of the pilot independently.

Pilot Duration
The pilot shall be conducted for two full school years.

The parties acknowledge that a two-year implementation period is necessary to allow sufficient time for implementation, data collection, and evaluation.

Data Collection and Monitoring
The Student Learning Department shall monitor implementation and collect data throughout the pilot period.

Data reviewed may include, but shall not be limited to:

- Grade distributions
- Failure rates and D/F rates
- District assessment results
- Attendance data
- Course completion data
- Comparative data from schools utilizing the District's default grading scale

The District may compare Meadowdale Middle School with non-pilot schools to evaluate the impact of the grading scale.

Stakeholder Feedback
Feedback shall be collected from staff, students, families, and administrators throughout the pilot period.

The Student Learning Department shall support the development of surveys, communication materials, and other feedback tools necessary to gather stakeholder input.

Feedback data shall be incorporated into the overall pilot evaluation process.

Annual Review
Pilot data shall be reviewed annually by District and building leadership.

Annual reviews shall focus on implementation fidelity, stakeholder feedback, and outcome data.

Findings from annual reviews may be used to improve implementation during the pilot period.

Final Evaluation
At the conclusion of the two-year pilot, the District and Association shall review all available evidence regarding the effectiveness of the alternative grading scale.

The evaluation shall include consideration of:

- Student achievement data
- Assessment results
- Grade distributions
- Failure rates
- Stakeholder survey feedback
- Staff input
- Comparative school data
- Other relevant implementation measures

The parties acknowledge that continuation, expansion, modification, or discontinuation of the grading scale shall be informed by the evidence collected during the pilot.

The parties further acknowledge that if the evaluation identifies a more effective grading scale or grading approach, the District and Association may recommend adjustments consistent with the District's broader grading practices work.

This Memorandum of Understanding applies only to the Meadowdale Middle School Alternative Grading Scale Pilot and shall expire at the conclusion of the pilot period unless extended by mutual written agreement.

The pilot does not create an expectation of district-wide implementation.

This Memorandum of Understanding is for the period beginning August 1, 2026 through June 30, 2028.

EDMONDS EDUCATION ASSOCIATION	EDMONDS SCHOOL DISTRICT
/Andi Nofziger Meadows/	/Rob Baumgartner/
For the Association	For the District
9/8/2026	9/8/2026
Date	Date