

Memorandum of Understanding

2026-01

Between

**Coupeville School District and
Coupeville Education Association**

This Memorandum of Understanding is made and entered into by and between the Coupeville School District #204 Board of Directors and, hereinafter the "district" and the Coupeville Education Association, hereinafter the "CEA".

Article 17.3 of the 2025-2027 Agreement provides for a phased transition from the Marzano Framework to the Danielson Framework for Teaching (2022). Appendix C of the 2025-2027 Agreement contains evaluation forms built on the Marzano component numbers. Both parties agree that the forms must be updated to reflect the instructional framework now in use for certificated classroom teacher evaluation.

For the 2026-2027 school year, both parties agree that the attached Appendix C evaluation forms, Forms I through V for Classroom Teachers, aligned to the Danielson Framework for Teaching (2022), shall replace the corresponding forms in Appendix C of the 2025-2027 Agreement.

Both parties further agree to the following:

1. The only change to Appendix C is the replacement of the Marzano component lists in Forms I and II with the twenty-two Danielson 2022 components, grouped under the same eight Washington State criteria, and the corresponding reference to the rubrics in the instructions on Form I.
2. The eight Washington State criteria set in WAC 392-191A-060 are unchanged.
3. The five student growth rows, SG 3.1, SG 3.2, SG 6.1, SG 6.2, and SG 8.1, are state rubrics and are not affected by the change in instructional framework. Both parties confirm that these rows are scored against the OSPI Final Revised Student Growth Goal Rubrics, which have been required for use in all teacher evaluations since the 2024-2025 school year.
4. All scoring bands are unchanged. Criterion totals remain 8-14, 15-21, 22-28, and 29-32. Student growth totals remain 5-12, 13-17, and 18-20.
5. The number and form of anything an employee is asked to complete is unchanged. Form I remains the only form completed by the employee. Form IV remains optional and may be used by the teacher at their discretion.
6. All timelines, observation minimums, conference requirements, and the movement rules between the comprehensive and focused evaluation cycles are unchanged.

7. Forms VI and VII of Appendix C are unchanged. Under Article 17.2, employees who are not classroom teachers remain on the current evaluation system pending the work of the joint labor management subcommittee described in Article 17.3.
8. The Danielson Framework for Teaching (2022) rubrics are published by OSPI and are not reprinted in the forms, in the same manner that the Marzano rubrics were not reprinted in the prior version. Both parties will work from the OSPI document "Danielson Framework for Teaching (2022) Rubrics by Washington State Criteria," which is the controlling text for all component scoring, and from the OSPI document "Final Revised Student Growth Goal Rubrics," which is the controlling text for all student growth scoring.

The permanent language of Article 17 and Appendix C will be a bargaining topic that both parties agree to address during negotiations for the successor agreement.

The terms of this agreement are not intended to set an established precedent for future school years.

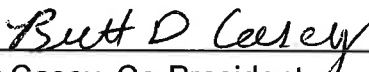
Dated this 27th day of August, 2026.

Coupeville Education Association

Coupeville School District #204

By: 
Katja Willeford, Co-President

By: 
Shannon Leatherwood, Superintendent

By: 
Brett Casey, Co-President