



TO: BOARD OF DIRECTORS

FROM: DAN JOHNSTON, DIRECTOR OF ASSESSMENT AND TECHNOLOGY

SUBJECT: Memorandum of Understanding for Evaluations as Impacted by COVID-19

DATE: November 3, 2020

TYPE: Action Required

Due to the impact of COVID-19 and based on the recommendations and guidance from OSPI, we have reached the attached Memorandum of Understanding (MOU) with SCEA related to certificated evaluation during the 2020-2021 school year.

Recommendation: We recommend that the board move to approve the attached Memorandum of Understanding for Evaluations as Impacted by COVID-19.

Memorandum of Understanding
between
Stanwood-Camano Education Association
and
Stanwood-Camano School District

This agreement between and by the Stanwood-Camano Education Association (Association) and the Stanwood-Camano School District (District) is entered into with consideration of the following Teacher and Principal Growth and Evaluation (TPEP) Guidance for 2020-21 from OSPI:

In recognition of the current educational environment related to the impact of COVID-19, the District and the Association agree to the following for the 2020 – 2021 school year:

1. Focused Evaluation:
 - a. By default, teachers who are eligible for the Focused evaluation will be placed on Focused evaluation. The teacher may select the criterion for the Focused evaluation based on an area in which s/he would like to grow professionally. The evaluator shall approve the teacher's choice.
2. Comprehensive Evaluation:
 - a. All teachers who are required by law to be on the Comprehensive evaluation shall have the option to complete the full Comprehensive evaluation or self-select two (2) criteria to focus on, as described in the OSPI memo dated August 7, 2020. Teachers will select at least one criterion from 1-6. They may choose Criterion 7 or 8, but not both. If a teacher does not select criterion 3 or 6, they must select either 3.1-3.2 or 6.1-6.2 to meet the student growth requirement. The evaluator shall approve the teacher's choice.
 - b. Teachers who are due to be on comprehensive for the 2021-2022 may volunteer to be on comprehensive so long as the principal agrees.
 - c. A teacher in their final year of provisional status or any teacher who received an unsatisfactory evaluation for the 2019-20 school year may be evaluated on four (4) of the criteria if notified in writing prior to December 15, 2020. If being evaluated on four (4) criteria, the teacher may select two (2) of the criteria to be evaluated on and the evaluator will select the other two (2). As part of their choices, teachers may choose Criterion 7 or 8, but not both.
3. Scoring:
 - a. Evaluators will note the use of “default scores due to the circumstances of the COVID-19 pandemic” where applicable.
 - b. First year teachers: If adequate evidence that clearly indicates Proficient practice is provided for the two selected criteria, the evaluator may override the Basic score and assign a summative score of Proficient.
 - c. Teachers who previously completed the Comprehensive evaluation: The evaluator will score the two selected criteria, and the remaining six criteria will be scored by assigning the score received in the most recent Comprehensive evaluation.
 - d. Teachers who are new to Stanwood-Camano School District: If adequate evidence that clearly indicates Proficient practice is provided for the two selected criteria,

the evaluator may override the Basic score and assign a summative score of Proficient.

- e. If there are concerns about a specific component after an initial observation, the principal should give direction or examples about how that component may be achieved in the current environment. If a component can't be measured, that component should not be scored and the value should not impact the total score for the criterion. If not scored, the evaluator will indicate this by stating "Component not scored due to learning environment related to adjustments for COVID-19".
 - f. Criteria that are not included in the comprehensive evaluation will not be scored. The criteria that are scored will be averaged together and then rounded according to standard rounding procedures. The rounded score will represent the final evaluation rating of unsatisfactory (1), basic (2), proficient (3), or distinguished (4).
- 4. Professional Growth Plan (PGP): This evaluation option remains available and will be implemented consistent with the collective bargaining agreement.
 - 5. Certificated employees not eligible for the TPEP evaluation will engage in the appropriate evaluation form according to the CBA.

SCEA Representative- Nyda Goldstein

Date

SCSD Representative- Dan Johnston

Date