



TO: BOARD OF DIRECTORS

FROM: RYAN OVENELL, EXECUTIVE DIRECTOR OF HUMAN RESOURCES

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

DATE: November 23, 2021

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 2021-2022 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 2021-22 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 2021-2022 school year:

1. Comprehensive Evaluation:
 - a. All teachers who are required by law to be on the Comprehensive evaluation (except those listed in 1.b) 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 October 29, 2021. 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. A teacher in their final year of provisional status or any teacher on probation or with a plan of improvement shall be evaluated on all components of the Comprehensive Evaluation.
2. 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 or Distinguished practice is provided for the two selected criteria, the evaluator may override the Basic score and assign a summative score of Proficient or Distinguished.
 - 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 or Distinguished practice is provided for the two selected criteria, the evaluator may override the Basic score and assign a summative score of Proficient or Distinguished.
 - 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).

3. 5240 Series of Evaluation (Long Form):
 - a. Certificated employees not eligible for the TPEP evaluation will engage in the appropriate evaluation form according to the CBA.
 - b. Educational Support Employees on the 5240 Series of evaluation (Long Form) will choose two of the five criteria on which to be scored.
 - c. Other employees on the Long Form (except those listed in 3.d) will choose two of the eight criteria on which to be scored, one of which may be criterion 7 or 8, but not both.
 - d. Staff members on Long Form who are in their final year of provisional status or on probation or with a plan of improvement shall be evaluated on all eight components of the Long Form evaluation.
4. Focused evaluation and Professional Growth Plan (PGP): These evaluation options remain available and will be implemented consistent with the collective bargaining agreement.



Representative- Nyda Goldstein Date 11/2/21 SCEA



Representative- Ryan Ovenell Date 11/2/21 SCSD