

**Memorandum of Understanding**

between  
 Mercer Island Education Association (“Association”)  
 and  
 Mercer Island School District (“District”)  
 Regarding

**TPEP Changes for 2021-22**

OSPI released [amended TPEP guidance](#) on October 29 for use in the 2021-2022 school year. The permissive changes are intended to offer a commonsense approach to evaluation during another challenging year.

[Current MOU](#) Language: Certificated Employees OSPI’s evaluation guidelines for the 21/22 school year provide that schools return to pre-COVID evaluation cycles for certificated staff.

Proposed changes to MOU in consideration of OSPI guidance:

	<b>Employment/Evaluation Status</b>	<b>Recommended Process</b>
<b>1</b>	Educators who are scheduled for a Focused evaluation.	Proceed with a regular Focused evaluation process, including one Student Growth Goal.
<b>2</b>	Educators who have completed their five-year cycle of Focused evaluations and <b>who are therefore scheduled for a Comprehensive evaluation under RCW 28A.405.100.</b>	Decide on at least two criteria and one Student Growth Goal (from Criterion 3 or 6) to be formally scored using evidence provided during the 2021–22 school year. The remaining six criteria are to be scored by assigning scores received in the most recent Comprehensive evaluation. Determination of the two criteria may be made according to the current negotiated process for choosing criteria for Focused evaluation, which must include approval by the educator’s evaluator, per WAC 392-191A-120 and 392-191A-210.  Educators can be moved to the regular Comprehensive cycle (all 8 criteria) if the evaluator or educator provides notice in writing by December 15.
<b>3</b>	New educators or those new to Washington public school teaching: <ul style="list-style-type: none"> <li>• Educators new to the profession who are in their first or second year of teaching in the same Washington public school district</li> </ul>	Decide on at least two criteria and one Student Growth Goal (from Criterion 3 or 6) to be formally scored using evidence provided during the 2021–22 school year. Remaining criteria to be scored “Basic” as default score, unless, for Year 2 or 3 educators, there is a criterion score from a previous Comprehensive evaluation that can be assigned.

