TA 2022.01.4 ECEB/SL/SH

Memorandum of Understanding

between

Mercer Island Education Association ("Association")
and

Mercer Island School District ("District")

Regarding

TPEP Changes for 2021-22

OSPI released <u>amended TPEP guidance</u> 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.

<u>Current MOU</u> 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:

	Employment/Evaluation Status	Recommended Process
1	Educators who are scheduled for a Focused evaluation.	Proceed with a regular Focused evaluation process, including one Student Growth Goal.
2	Educators who have completed their five-year cycle of Focused evaluations and who are therefore scheduled for a Comprehensive evaluation under RCW 28A.405.100.	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.
3	New educators or those new to Washington public school teaching: • Educators new to the profession who are in their first or second year of teaching in the same Washington public school district	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.

	Employment/Evaluation Status	Recommended Process
	This includes educators with previous experience only in another state or a Washington private school.	The evaluation may note the use of "default scores due to the circumstances of the COVID-19 pandemic" where applicable. Determination of the scored criteria may be made according to the current negotiated process for choosing criteria for Focused evaluation, which must include approval by the teacher's or administrator's evaluator, per WAC 392-191A-120 or 392-191A-210. If adequate evidence that clearly indicates Proficient or Distinguished practice is provided for default criteria, the evaluator may override the Basic score.
4	Educators in their final year of provisional status as determined by RCW 28A.405.220 including: • Educators in their third year of teaching in the same Washington district • Educators in their first year in a Washington district after two or more years of successful practice in a previous Washington state school district	Use the traditional Comprehensive evaluation for all 8 criteria unless reduced by up to 2 criteria by mutual agreement of the Evaluator and Educator. At least 6 criteria must be evaluated.
5	Educators on probation or plan of improvement.	The District and Association shall determine modifications, if any, to the evaluation process on a case-by-case basis.

This Agreement is non-precedent setting and will expire by its own terms at the end of the 2021-22 school year. Nothing in this Agreement will prevent the parties from adjusting practices to be in compliance with later articulated guidance from OSPI on this matter. If such changes are promulgated, the Parties agree to meet and discuss the impacts.

Donna Colosky (Jan 11, 2022 09	Jan 11, 2022	Say Soesor	Jan 12, 2022
Donna Colosky	date	Sally Loeser	date
Superintendent		MIEA President	