

**Memorandum of Understanding
By and Between
The Northshore School District No. 417
and
The Northshore Education Association for Certificated Employees Agreement
Related to House Bill 6162 (E2SSB 6162) and Requirements for a District-Wide Multi-
Tiered System of Supports For the 2021-22 School Year**

MTSS Structures and Meetings

In Northshore, we are driven to eliminate barriers that perpetuate injustice in order to create equitable and inclusive processes that ensure each and every student has access to rigorous core instruction with appropriate scaffolded support. An equity-focused multi-tiered system of supports (MTSS) creates a personalized systematic approach for each and every student. Research shows that effective MTSS improves academic outcomes, social-emotional competence, school safety and teacher efficacy. In addition, MTSS fidelity embeds systems for effectiveness and sustainability. A well-organized MTSS framework is a critical component in ensuring students get what they need to be ready for career, college, and life. An MTSS framework also complies with House Bill 6162 (E2SSB 6162), which requires districts to implement evidence-based MTSS and provide interventions for any K-2 student who displays reading difficulties.

The Northshore MTSS Whole Child Framework will fortify our efforts in every goal in the strategic plan through equitable, inclusionary, high leverage processes and sustainable practices. Our initial focus is to help our educators and district leadership meet the needs of students outlined in *Goal 1: Success in the Early Years*, *Goal 2: Responsible, Resilient, Empathetic Learners*, and *Goal 3: Growth for Every Student, Elimination of Outcome and Opportunity Gaps*. The ultimate goal is to embed this framework throughout the entirety of the District Strategic Plan.

The District and Association recognize that the use of the MTSS Whole Child Framework enables teachers, ESAs, ESPs, administrators, students, and families to work together to ensure that each student has equitable access to opportunities that meet every need, enhance every strength, and move our system towards racial and educational justice.

To enable each school to implement the essential components of a comprehensive NSD MTSS Whole Child Framework, the District and/or Association will:

- Ensure the hiring of school counselors continues according to the 2019-22 Collective Bargaining Agreement (CBA);
- Complete SDLT re-structuring as agreed upon in the 2019-22 CBA;
- Enable schools to continue to use the waiver process beyond the current May 1, 2021, deadline to make adjustments to their current SDLT structure for the 2021-22 school year;
- Develop and provide guiding resources to support MTSS teaming structures;
- Create and implement feedback loops to inform future iterations of Northshore's MTSS Whole Child Framework as well as the negotiations in the spring of 2022;
- Provide professional development related to the “why,” “what,” and “how” of MTSS to ESPs and certificated educators during the Summer Institute and other identified professional learning opportunities; and

- Provide appropriate curriculum and supplemental materials aligned with Tier 1, Tier 2 and Tier 3 of the MTSS framework.

To implement Northshore's MTSS Whole Child Framework, the District will provide opportunities for ESPs and certificated educators to come together to review student data, identify necessary interventions and supports, monitor student progress, and make adjustments to established interventions and supports as needed based on available data. The District and Association agree to adjust the early release Wednesday afternoon calendar. Such adjustments will provide schools with time each month to collaborate on data and intervention review. The calendar will be adjusted to include:

- 2 SDLT Days
- 2 District Days
- 3 Principal Days
- 7 MTSS Team Days (formerly known as Team Days**)
- 21 Individually Directed Days

**In the spirit of ensuring intentional use of Team Days for the purpose of achieving our mission for students, they have been renamed as MTSS Team Days to continue the original purpose as a unified approach that builds on educator knowledge and students' strengths in order to support the academic, social, emotional, and behavioral needs of students, especially minoritized students furthest from educational justice.

During the 2021-22 school year, NSEA represented staff members of school-based MTSS teams (SDLTs in partnership with grade-level/department teams) will decide how to utilize the identified MTSS Team Days. MTSS Team days can be used for any collaborative effort including grade level, curricular teams, etc. in building or across the district that advances MTSS as follows:

- Elementary school teams will meet during identified early release Wednesdays to engage in MTSS work (review of student data, identification of strengths, needs, and supports, monitoring of student progress, adjusting instruction, interventions and supports based on data); and
- Middle and high school teams will meet during identified early release Wednesdays to engage in the MTSS work identified in the bullet point above to:
 - develop their early plans for furthering MTSS work, in their buildings;
 - for the 2021-22 school year, three of the MTSS days will be guided and directed by the District for this purpose;
 - continue MTSS work that is already underway in their buildings; and/or
 - engage in any collaborative effort including grade level, curricular, department, or specialist teaming in an effort to support positive student outcomes.
- School psychologists, SLPs, OT/PTs shall continue to have monthly department meetings per the provisions of Section 12.7 of the Cert CBA; these department meetings are separate from MTSS Team Days.
- Specialist groups (elective teachers and elementary specialists) may meet on four of the MTSS Team Days. The specialist team/department will determine the use of these 4 days. The dates for these four meetings will be uniform across the district and determined when the early release calendar is created.

- Other than the three days outlined above referencing Middle and High School for the 2021-22 school year, professional development and staff meetings shall not be offered or initiated by a Principal, SDLT, or centrally by the District during MTSS Team Days. MDT, IEP, 504, Guidance Team, and similar meetings may not be scheduled during this time.

Dated and signed this 20th day of May, 2021.

FOR THE ASSOCIATION

Timothy G. Brittell
Timothy G. Brittell (May 20, 2021 11:53 PDT)

Timothy Brittell, President – NSEA

FOR THE DISTRICT

By: Michelle C Reid
Michelle C Reid (May 21, 2021 12:16 PDT)

Dr. Michelle Reid, Superintendent
on behalf of the Board of Directors