

**Memorandum of Understanding
By and Between
The Northshore School District No. 417
and**

**The Northshore Education Association for Certificated Employees
Related to Staff Evaluations in the 2021-22 School Year**

In light of OSPI an October 29, 2021 memo (B082-21), *Teacher and Principal Growth and Evaluation (TPEP) Guidance for 2021-22*, and also in recognition of the need to make ongoing adjustments as we continue to educate students during a global pandemic, the Northshore School District and Northshore Education Association agree to modify the evaluation process for the 2021-22 school year.

Certificated classroom teachers will be evaluated during the 2021-22 school year according to the parameters outlined below:

- Teachers who are in the first three years of the profession or the first three years of teaching in Washington State must be on a Comprehensive evaluation.
- Teachers who were on Focused for five years prior to 2021-22 must shift to a Comprehensive evaluation.
- Teachers who are eligible for a Focused evaluation will be on a Focused evaluation.
- Comprehensive evaluations will prioritize certain evaluative criteria; all others will be considered Proficient unless there is evidence to indicate otherwise. Specifically:
 - Teachers on non-continuing or provisional contracts will be evaluated on Criterion 1, Criterion 5, and Criterion 6.
 - Teachers on continuing contracts and who are on Comprehensive evaluations will select three criteria, one of which must be Criterion 3, Criterion 6 or Criterion 8.

Adjustments to the evaluation process for the 2021-22 school year include:

- Goal-setting conferences will occur prior to the end of November 2021. Teachers on Comprehensive evaluations are strongly encouraged to nest Student Growth Goals.
- A limited number of Framework components will be prioritized this year, as per above.

References

OSPI Bulletin 082-21, published October 29, 2021

<https://www.k12.wa.us/sites/default/files/public/bulletinsmemos/bulletins2021/B082-21.pdf>

Agreed to this 3rd day of November, 2021. Signed this 4th day of November, 2021.

FOR THE ASSOCIATION:

Timothy G Brittell

Timothy G Brittell (Nov 4, 2021 09:24 PDT)

Timothy Brittell, President – NSEA

FOR THE DISTRICT:

Michelle C Reid

Michelle C Reid (Nov 5, 2021 12:27 EDT)

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