

**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, or Criterion 6.

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 16th day of November, 2021. Signed this ^{Nov 30, 2021} _____ day of November, 2021.

FOR THE ASSOCIATION:

Timothy Brittell

Timothy Brittell (Nov 30, 2021 07:30 PST)

Timothy Brittell, President – NSEA

FOR THE DISTRICT:

Michelle C Reid

Michelle C Reid (Nov 30, 2021 12:46 PST)

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