

**Memorandum of Understanding
By and Between
The Northshore School District No. 417
and
The Northshore Education Association for Certificated Employees
Agreement Related to Secondary Grading Practices for Second Semester 2021-22**

The Northshore School District and Northshore Education Association agree on the shared goal of developing racially and educationally just grading practices.

The Northshore School District and Northshore Education Association also agree that identifying parameters around late work is necessary to support teacher workload and to encourage students to attend to the requirements of their courses.

The Northshore School District and Northshore Education Association further agree that providing students feedback about assignments and assigning grades for assignments is intended to advance student learning.

To address these understandings and to address teacher workload concerns, the following parameters and strategies have been developed. The intent of this agreement is to establish a baseline for practices around late work for the remainder of the 2021-22 school year. Teachers who have established grading practices that provide students with more opportunities to submit late work without penalty than required by these baseline parameters are welcome to continue following those practices.

First and foremost, students will be held harmless from a grading penalty when extenuating circumstances have impacted a student's ability to complete assignments on time. Teachers are encouraged to alert counselors and/or a member of the MTSS team to students who have multiple late assignments, and then determine who will hold a meeting with the student in an effort to identify the root cause of the late assignments.

When an assignment is turned in more than one week (or two weeks with a conversation with a student) after the conclusion of a specific unit of study, teachers will review the late assignment and:

- Provide a "meets standard" grade of 85% for those assignments that reasonably meet the communicated standards; or
- Provide a "does not meet standard" grade of 60% for those assignments that do not reasonably meet the communicated standards; and
- Provide limited feedback on the work.

Late assignments will be accepted and graded up until 10 school days before the end of a quarter or semester. Teachers will provide a "meets standard" or "does not meet standard" grade (as above), but are not expected to provide feedback.

Late assignments turned in between 9 and 0 school days before the end of the quarter or semester will be given a 50% unless there are extenuating circumstances. In situations where assignments must be given in between 9 and 0 school days before the end of the quarter or semester, work submitted more than two days past the due date will be provided with a "meets standard" or "does not meet standard" grade, as described above.

Teachers will continue to develop contracts and/or “two for ones” for students who need accommodations to improve their grades to the communicated standard.

In addition to following the above parameters, teachers are encouraged to use some or all of the following strategies to reduce their workload related to any late work submitted:

- Limit assignments and homework;
- Identify a small set of assignments for a unit or quarter that will be directly graded;
- Identify assignments that demonstrate mastery of concepts for grading and eliminate other assignments that do not;
- Grade only identified parts of an assignment that meet unit learning objectives;
- Work with Department teams to determine which assignments should be graded and which should not be graded; and
- Build in a day every two to three weeks into course units for students to catch up on work and for teachers to conference with students about their progress.

The District and Association agree to develop a slide deck explaining the expectations captured in this memorandum of understanding. This slide deck will be used to ensure every teacher understands the parameters of these practices. Similar information will be given to students and families to ensure they understand the parameters.

The District and Association understand grading is a complex topic connected to the heart of our work around teaching and learning, and agree that the work toward creating a more equitable, just and fair grading system will continue beyond the 2021-22 school year.

Signed this 18th day of February 2022.

FOR THE ASSOCIATION:

Robbi V Reed

Robbi V Reed (Feb 18, 2022 07:59 PST)

Robbi Reed, Acting President – NSEA

FOR THE DISTRICT:

Michelle C Reid

Michelle C Reid (Feb 18, 2022 10:14 CST)

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