

Memorandum of Understanding

Classroom Teacher Evaluation Professional Development Plan

Whereas the District and Association have established a Joint Evaluation Committee with the charge of developing training/professional development necessary to ensure successful implementation of the four-tier classroom teacher evaluation system; and,

Whereas the Joint Evaluation Committee has recommended a Professional Development Plan to support the classroom teacher evaluation system,

Therefore, the District and SEA agree the following Professional Development Plan will be implemented beginning in the 2019-2020 school year:

- 1) Teachers who are new to Shoreline:
 - a) Two trainings:
 - i) Fall: Overview of the Danielson Framework, procedures for a full evaluation cycle.
 - ii) January: evidence, artifacts, scoring, mid-year review
 - iii) Evaluator support for new teachers:
 - (1) All evaluators will be strongly encouraged to attend both trainings
 - (2) Evaluators will prioritize attendance at a training session with newly hired teachers from their building
 - b) Two training options will be offered:
 - i) Two half-days of substitute release time
 - ii) Two after school/evenings
 - (1) Paid at the certificated hourly rate
 - (2) SEA will provide dinner for participants in the 2019-2020 school year (assess at end of year to determine continued support)

- 2) Returning Teachers:
 - a) In addition to the time provided to complete the self-assessment for goal setting, as identified in Section 26a.7.4, one hour will be provided to returning teachers during Principal early release time or in lieu of a staff meeting to provide professional development focused on the needs of each of the following groups:
 - (1) Teachers returning to the comprehensive cycle (requirements, timelines/due dates)
 - (2) Teachers participating in a focused evaluation (selecting area of focus, timelines, due dates)
 - (3) Non-classroom teachers (Long form or PPG training)
 - b) Returning teachers will be invited to attend the New Teacher trainings described in (1), above, and may use the resources described in Section 29.1 to support attendance.

The Classroom Teacher Evaluation Professional Development Plan will be reviewed by the Joint Evaluation Committee. Any recommendations for modifications to the plan will be presented to the SEA Labor Management Committee.