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APPENDIX J - JOINT DISTRICT/SEA EVALUATION COMMITTEE

LETTER OF AGREEMENT

Whereas the District and the Association are committed to partnering together to implement evaluation systems as tools to facilitate professional growth; and,

Whereas the Shoreline School District's evaluation model should reflect our commitment to and understanding of quality instruction and professional practice; and,

Whereas we recognize the need to continue our examination of the supports required to achieve that goal, and to work toward providing mutually agreed support for our evaluation system,

Therefore, we agree to establish a Joint ~~District/SEA~~ Evaluation ~~Implementation~~ Committee as follows:

1. Committee members shall be expected to understand and represent the interests of administrators and SEA members who work across multiple subjects, grade levels, and school buildings, and will be expected to communicate their work to that broader audience.
2. The District and the Association shall each appoint up to five (5) District and ~~five (5)~~ seven (7) Association representatives to serve on the committee. Committee members shall be reappointed annually.
3. The Director of Professional Practice and UniServ Director shall serve as co-chairs of the committee and will be responsible for scheduling meetings, setting agendas and keeping the committee focused on the products and processes identifies in this agreement.
4. The committee shall set its own schedule of meetings, while making every effort to minimize the necessity of providing substitutes for committee members. The District will pay the cost of substitutes to provide mutually agreed release time to SEA members serving on the committee to attend committee meeting during the regular school day. Any additional expenses of the committee shall be discussed in advance with cost-sharing determined upon mutual agreement.
5. The committee is expected to examine and make recommendations regarding the following:
 - a. Training/professional development necessary to ensure successful implementation of the four-tier evaluation system. The committee will consider implications for classroom teachers and administrators, as well as any other group of applicable SEA members, and make recommendations related to the need for cyclical training;

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- b. The outcomes of mutually agreed upon evaluation pilots which are being implemented with various groups or subgroups of SEA members who are not classrooms teachers. These groups may include: Instructional Leaders (TOSAs/Instructional Coaches), Therapeutic Specialists, Counselors, Teacher Librarians, Activity Coordinators, Deans, Athletic Directors, or any other mutually agreed upon group or subgroup of SEA members;
 - c. Current practices across the district related to collaborative scoring, with the goal of making training recommendations and clarifying expectations around scoring practices to promote genuine collaborative scoring; and,
 - d. Evaluation scoring tools, including continued use of eVAL or alternatives to it. Such examination shall include implementation and assessment of a voluntary pilot of the School Data Systems Evaluation Tool in the 2019-2020 school year. The pilot design and parameters shall be approved by the SEA Labor Management Committee.
 - e. Other issues as mutually agreed.

~~The committee will make every effort to complete its work by June 30, 2019, yet if the parties mutually agree the work is ongoing, the committee will continue to meet to complete its work no later than August 15, 2019. Regular reports will be provided to the SEA Labor Management Committee on request. Any committee recommendations for the subsequent year shall be provided to the SEA Labor Management Committee no later than March 1st.~~