

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**SHORELINE SCHOOL DISTRICT NO. 412**  
**And**  
**SHORELINE EDUCATION ASSOCIATION**

THIS MEMORANDUM OF UNDERSTANDING regarding certificated employee evaluation shall be effective October 6, 2020-August 31, 2021 and is supplemental to the 2018-2021 Collective Bargaining Agreement and the Memorandum of Understanding (MoU) addressing "Agreements Related to Changes in Working Conditions & School Operations Due to Coronavirus/COVID-19 in the 2020-2021 School Year" between Shoreline School District (District) and Shoreline Education Association (SEA), "the parties".

WHEREAS, related to Evaluation (TPEP and Other Evaluation Programs), the MoU indicates that for the 2020-2021 school year, all employees will be evaluated according to the guidance provided in OSPI Bulletin 063-20; and

WHEREAS, OSPI Bulletin 063-20 recommends a reduction in the number of criteria (2) in the comprehensive system during the 2020-2021 school year; and

WHEREAS, OSPI released an additional Bulletin 075-20 titled "Educator Growth and Development" that recommends changes in the student growth goals for classroom teachers for the 2020-2021 school year; and

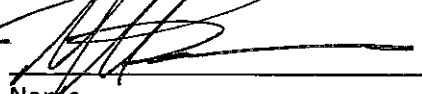
WHEREAS, OSPI Bulletin 063-20 does not contain guidance for non-classroom teachers.

NOW THEREFORE, the District and the SEA agree that for the 2020-2021 school year:

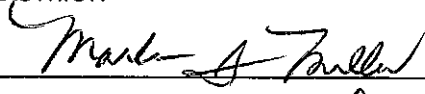
1. Classroom teachers shall be evaluated as follows:
  - a. The self-assessment required in the collective bargaining agreement shall be waived.
  - b. Classroom teachers with less than two years of experience shall use a modified comprehensive process and will be evaluated based on only two criteria. Remaining criteria shall be scored as "Basic", based on OSPI guidance. The District shall note that the use of "Basic" as a default score was due to the circumstances of the COVID-19 pandemic.
  - c. Classroom teachers with two or more years of experience who are scheduled to be on the comprehensive evaluation system shall be evaluated based on two criteria. All other criteria shall be scored based on the most recent comprehensive evaluation.
  - d. The determination of the two scored criteria shall be made according to the negotiated process for determining the criteria for a focused evaluation.
  - e. Student growth goals:
    - i. Classroom teachers shall create one student growth goal, which shall be from Criteria 3 or 6.
    - ii. The parties agree to postpone the current contractual deadline for submission of student growth goals to November 20.
2. Non-classroom teachers shall be evaluated as follows:
  - a. All non-classroom teachers shall be evaluated using a Personal Professional Growth Plan (PPG), and the October 1 deadline for determination of the evaluation system shall be waived.
  - b. The parties agree to postpone the October 10 contractual deadline for submission of PPG goals to November 20.
3. The parties agree to meet, discuss, and potentially negotiate additional timeline waivers or process adjustments that may be necessary to respond to the impact of the COVID-19 pandemic.

Agreed to this 9<sup>th</sup> day of October, 2020.

FOR THE ASSOCIATION:

  
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Name  
Lynn E. Sherry

FOR THE DISTRICT:

  
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Name  
Mark A. Feller