

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

SECOND EVALUATOR

THIS MEMORANDUM OF UNDERSTANDING regarding a **SECOND EVALUATOR** is effective September 1, 2018 through August 31, 2021, and is supplemental to the 2018-2021 Collective Bargaining Agreement ("Agreement") between Shoreline Education Association (SEA) and Shoreline School District No. 412 (District).

WHEREAS, Sections 26.4.4 and 26a.20 of the Agreement establishes the Designation of a Second Evaluator;

NOW THEREFORE, the Parties agree to the following regarding a Second Evaluator:

1. Purpose: The second evaluator is intended to be a resource for both the teacher and the administrator.
2. Process:
 1. The request is made for a second evaluator.
 2. Agreement is reached regarding who will serve as the second evaluator.
 3. The second evaluator will participate as follows:
 - a. One full observation cycle is guaranteed:
 - i. Pre-observation conference
 - ii. Scheduled Observation
 - iii. Post-observation conference
 - iv. Debrief meeting – teacher, second evaluator, and primary evaluator
 - b. Decide at the Debrief meeting what additional components may be added next, and who would be part of each step (e.g., menu of next-steps options is presented):
 - i. Co-observation cycle (second evaluator and primary evaluator complete cycle together)
 - ii. Unscheduled observation (second evaluator or both evaluators)
 - iii. Review of evidence submitted up to that point
 - c. Additional observation(s) may be scheduled, but only rarely, and only with agreement of Human Resources and SEA
 4. Evidence review meeting:
 - a. Concludes the second evaluator's involvement in the process
 - b. Teacher, second evaluator & primary evaluator
 5. Any scores generated will be included as additional data points, and entered into EVAL by the second evaluator.

SHORELINE EDUCATION ASSOCIATION

For the Association

Date

For the Association

Date

SHORELINE SCHOOL DISTRICT NO. 412

For the District

Date

For the District

Date