

LETTER OF AGREEMENT  
Between  
SHORELINE SCHOOL DISTRICT NO. 412 and SHORELINE EDUCATION ASSOCIATION

EVALUATION OF INSTRUCTIONAL COACHES AND TOSAs

This LETTER OF AGREEMENT regarding **EVALUATION OF INSTRUCTIONAL COACHES AND TOSAs** is effective September 1, 2018 through August 31, 2021, and is supplemental to the 2018-2021 Collective Bargaining Agreement (CBA) between Shoreline Education Association (SEA) and Shoreline School District No. 412 (District).

WHEREAS, Article 26a.1 of the CBA states, "All other non-supervisory certificated employees (e.g., ESAs, TOSAs, Instructional Coaches, and Librarians) shall continue to be evaluated under the provisions of Article 26"; and

WHEREAS, the SEA/District Joint Evaluation Committee discussed the effectiveness of evaluating Instructional Coaches and TOSAs under their designated evaluation models and recommended exploring changes to the evaluation models for both types of positions; and

WHEREAS, the Parties agree to explore whether Instructional Coaches and TOSAs may be more effectively evaluated using different evaluation models;

NOW THEREFORE, SEA and the District agree to the following:

- 1) For the 2018-2019 school year, Instructional Coaches and TOSAs (except as noted below in #2) shall be evaluated using the PPG or Long Form evaluation format (as appropriate to each individual's place in the cycle) described in Article 26 of the CBA.
- 2) Instructional Coaches and TOSAs who have split assignments, with part of their assignment inclusive of classroom teaching, shall be evaluated under the terms outlined in the Letter of Agreement "EVALUATION OF CERTIFICATED STAFF WHO ARE CONTRACTED FOR BOTH CLASSROOM TEACHING AND NON-CLASSROOM TEACHING ASSIGNMENTS".
- 3) The Joint Committee on Evaluation shall consider the appropriate evaluation instrument for Instructional Coaches and TOSAs, and provide a recommendation to the Parties regarding the appropriate evaluation instrument for future years.
- 4) In the event the Parties do not reach agreement regarding a change to the evaluation of Instructional Coaches and TOSAs, they shall continue to be evaluated under the terms of this LOA or the LOA referenced in #2 above, as appropriate.

SHORELINE EDUCATION ASSOCIATION

  
\_\_\_\_\_  
For the Association

Date

*Lynn E. Sherry*  
\_\_\_\_\_  
For the Association

Date

SHORELINE SCHOOL DISTRICT NO. 412

  
\_\_\_\_\_  
For the District

Date

*Mark A. Muller*  
\_\_\_\_\_  
For the District

Date