

**MEMORANDUM OF AGREEMENT
BETWEEN
LAKE STEVENS SCHOOL DISTRICT
AND THE
LAKE STEVENS EDUCATION ASSOCIATION**

Re: Certificated Evaluation Changes for 2021-22

The Lake Stevens School District (“District”) and the Lake Stevens Education Association (“LSEA”) hereby confirm the following agreements regarding the implementation of the certificated evaluation process for 2021-22.

Article 9 – Teacher Evaluation

1. Focused Evaluation:

- a. Teachers who are scheduled for a Focused evaluation will proceed with the regular Focused evaluation process, including one Student Growth Goal.
- b. A teacher may be transferred from a Focused evaluation to a Comprehensive evaluation at the request of the teacher or at the direction of the evaluator. Such direction must be communicated in writing by the evaluator to the teacher by December 15. The traditional Comprehensive evaluation (all 8 criteria) will be used in this case.

2. Comprehensive Evaluation:

- a. All first year and new to LSSD teachers will be observed at least once for a total of 30 minutes during the first 90 calendar days of their employment and receive a 90-day evaluation based on all 8 criteria. Following the 90-day evaluation conference and before December 15, the teacher will be placed on a modified Comprehensive evaluation consisting of two criteria and one Student Growth Goal OR a traditional Comprehensive evaluation (all 8 criteria). Teachers placed on a modified Comprehensive evaluation will be formally scored on the two criteria selected. The remaining criteria will be scored using the criterion score from the 90-day evaluation. If adequate evidence clearly indicates a higher score on any of the remaining criteria, the evaluator will override the 90-day score.
- b. All teachers with two or more years of experience who are required by law to be on the Comprehensive evaluation shall have the option to complete the traditional Comprehensive evaluation (all 8 criteria) or the modified Comprehensive evaluation (two criteria and one Student Growth Goal). If the modified Comprehensive evaluation is selected, the remaining 6 criterial will be scored by assigning the score received in the most recent Comprehensive

evaluation. If adequate evidence clearly indicates a higher score on any of the remaining criteria, the evaluator will override the most recent score. A teacher may be moved to the traditional Comprehensive evaluation (all 8 criteria) if notified in writing by December 15.

- c. All teachers in their third and final year of provisional status will be evaluated using the Comprehensive evaluation (all 8 criteria).
- d. Determination of scored criteria for modified Comprehensive evaluations will be made by following the current process for selecting criterion for Focused evaluation. The selected criteria must be approved by the evaluator.

All other provisions of Article 9 and the collective bargaining agreement are in full effect.

Dated this _____ of _____ 2021

John Balmer

Assistant Superintendent of Human Resources

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LSEA President