


**Memorandum of Understanding
Between
Evergreen Education Association and Evergreen Public Schools
Regarding the
Transition to New Student Growth Rubrics**

Since the implementation of the Teacher Principal Evaluation Program more than a decade ago, there have been updates to improve the process and practices of evaluating teachers. During the 2021-2022 school year, OSPI released updated interim student growth rubrics and provided districts an opportunity to voluntarily begin using these as a pilot in lieu of the student growth rubrics originally provided. In Evergreen, we piloted the updated Student Growth Goals at select schools with volunteer teachers in 2022-2023. Full implementation of the new student growth rubrics will be required beginning with the 2024-2025 school year. The district and association wish to provide a supportive and successful transition.

In the original TPEP student growth rubrics, educators set goals *focused on growth and achievement data*. In the new rubrics, that is changing to a *focus on educator reflection*, and using student growth data to improve instruction and student learning. The purpose of these Student Growth Goal rubrics is to promote instructional practice that is culturally responsive, socially and emotionally literate, and inclusive of each and every student.

To develop a supportive model for transition, the parties agree to the following:

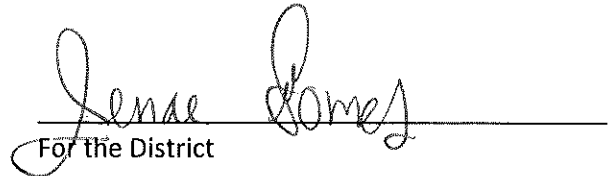
- Prior to using the new student growth rubrics for evaluation, all teachers and administrators will receive professional development on the use of the new student growth goal rubrics.
- All evidence should be authentic and through a natural harvest provided during the professional conversations focused on the sharing of reflections by the teacher on how they will adjust their instruction based on student assessment data.
- To embed the use of student growth goals into the regular flow of instruction, it is suggested that the Student Growth Goal cycle is contained within a single unit of study, which means that teachers may choose to set their Student Growth Goals later in the year. Teachers will be prepared to discuss their Student Growth Goals by November 1 but will set their Student Growth Goals by January 30.



For the Association

9-20-23

Date



For the District

9-1-2023

Date