

**MEMORANDUM OF AGREEMENT**  
**Between**  
**MUKILTEO SCHOOL DISTRICT**  
**AND**  
**MUKILTEO EDUCATION ASSOCIATION**

**Re: Evaluation Changes for 2021-22**

Purpose/Background

In October, the Office of Superintendent of Public Instruction (OSPI) provided guidance to school districts and local associations about teacher and principal evaluation for the 2021-22 school year only.

In developing this guidance, the TPEP Steering Committee shares the OSPI goal of creating the conditions for each student to be educated in racially literate, culturally sustaining, positive, predictable environments that intentionally prioritize the instruction and development of social-emotional skills and mental health in addition to a primary focus on academic content, by supporting the growth of the educators who teach them and lead their schools.

Guiding Principles

We urge district, school, and association leaders to use common sense regarding evaluation. This includes:

- Understanding that during a year when the mode of teaching and leading may change quickly and multiple times, a formative stance will be most useful.
- Recognizing that the opportunities for providing/substantiating evidence in the usual ways may be restricted, and that with this, the absence of evidence for an indicator or component should not be cause for lowering a score.
- Acknowledging teachers' and school leaders' specific contexts (issues with internet access, health concerns, children at home) when working remotely, and the impacts these contexts have on their work.
- Honoring the importance of setting up (reasonable) expectations for teachers and school leaders at the outset, and then ensuring robust supports are provided for them to meet these expectations.

OSPI has recently released guidance regarding TPEP (October 29, 2021). Due to the extenuating circumstances regarding the current instructional model, all staff (certificated non-supervisory and supervisory) shall be treated with grace. OSPI guidelines shall be followed with the intent that all observations and evaluations shall be used in the 'growth mindset.'

1. *Focused Evaluation:* All teachers who are eligible for the Focused evaluation will be placed on Focused evaluation. A classroom teacher and their evaluator shall select one (1) criterion to focus on for the year. For 2021-22, no evaluation conferences will be required. The selected

criterion must be mutually agreed upon by the teacher and the evaluator. If there is no agreement, the evaluator will make the final determination.

2. *Comprehensive Evaluation:*

- a. All teachers who are required by law to be on the Comprehensive evaluation (except as noted in paragraph 2.b. below) shall have the option to complete the full Comprehensive evaluation or select two (2) criterion to focus on, as described in the OSPI memo dated October 29, 2021. The selected criterion must be mutually agreed upon by the teacher and the evaluator. If there is no agreement, the evaluator will make the final determination.
- b. Third-year provisional classroom teachers will be scored against all eight (8) criteria. This will support provisional classroom teachers to move beyond provisional status in their fourth year.
- c. Scoring:
  - First year teachers:* If adequate evidence that clearly indicates Proficient practice is provided for the two (2) selected criteria, the evaluator may override the Basic score and assign a summative score of Proficient.
  - Teachers previously completed comprehensive evaluation:* Score the two (2) selected criteria, and the remaining six (6) criteria to be scored by assigning score received in most recent Comprehensive evaluation.
  - Teachers who are new to Mukilteo School District:* If adequate evidence that clearly indicates Proficient practice is provided for the two (2) selected criteria, the evaluator may override the Basic score and assign a summative score of Proficient.
- d. Any teacher who is not a third-year provisional can be moved to regular Comprehensive cycle (all eight [8] criteria) if notified in writing by December 15.
- e. *Comprehensive evaluation conferences* will be held as described in the collective bargaining agreement, except such conferences may be held using videoconferencing, telephone or email communication.

3. *Student Growth:* One student growth goal will be selected for 2021-22.

If a certificated employee is at risk of being scored less than Proficient/Satisfactory, the Association shall be notified as soon as possible and no later than January 15<sup>th</sup>. Otherwise, it is assumed that all staff shall be evaluated with a Proficient/Satisfactory or higher this school year. We highly encourage principals to work with their staff to ensure a positive educational outcome for all.

Dated this 22<sup>nd</sup> day of November, 2021.



---

Heather Tow-Yick  
Deputy Superintendent



---

Tory Kartchner  
MEA President