

LWSD & LWEA Evaluation Chart due to School Closure 2019-20

Letter of Understanding Lake Washington School District and Lake Washington Education Association

Evaluation (Article 12): Due to the emergency closure of schools to address the spread of Covid-19, the following changes to Article 26 will be made for 2019-2020 school year in accordance with recommendations from the Office of Superintendent of Public Instruction Bulletin No.021-2-ES.

The agreement is as follows:

Continuing Contract Employees		
Category	Scenario: 2019-20 School Year	Action: 2019-20 School Year
Student Growth	<ul style="list-style-type: none">Scoring Student Growth Goals	<ul style="list-style-type: none">All Student Growth Goals will be scored as Proficient for all staff.
Teacher: Focused		<ul style="list-style-type: none">Deemed complete – Comprehensive score carries over
Teacher: Focused/Comprehensive	<ul style="list-style-type: none">Teacher has not been observed this year.	<ul style="list-style-type: none">Deemed complete and proficient with an explanatory statement included in their summative evaluation, describing the extenuating circumstances due to COVID-19. Teacher moves to Focused Year 1 for 2020-21.
Teacher: Comprehensive	<ul style="list-style-type: none">Collected evidence demonstrates an overall “Proficient” or “Distinguished” rating at the date of school closure. * Unscored components are rated as Proficient.	<ul style="list-style-type: none">Deemed complete –Move those ratings to final summative score for the 2019–20 school year.Individuals can move to Focused Year 1 for 2020-2021.
Teacher: Comprehensive	<ul style="list-style-type: none">Collected evidence and completed annually required observations demonstrates “Basic” or “Unsatisfactory” rating for educators with more than 4 years of experience at the date of school closure. Unscored components are rated as Proficient.	<ul style="list-style-type: none">Deemed complete –Move Basic rating to final summative score for the 2019–20 school year.Individuals remain on Comprehensive for 2020-2021.

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Teacher: Comprehensive	<ul style="list-style-type: none"> Collected evidence demonstrates “Basic” or “Unsatisfactory” rating for educators with more than 4 years of experience at the date of school closure, but who have not completed the annual required observations. 	<ul style="list-style-type: none"> Deemed complete- Will not receive a final summative score for the 2019-2020 school year and an explanatory statement will be included in their summative evaluation, describing the extenuating circumstances due to COVID-19. Teacher will be placed on the Comprehensive evaluation for 2020-21 school year.
Other Certificated Educators: Focused		<ul style="list-style-type: none"> Deemed complete – Comprehensive “Proficient” rating carries over
Other Certificated Educators: Comprehensive	Collected evidence demonstrates “Proficient” rating at the date of school closure.	<ul style="list-style-type: none"> Deemed complete- Individuals move to Focused Year 1 for 2020-2021.
Other Certificated Educators: Comprehensive	<ul style="list-style-type: none"> Collected evidence and completed annually required observations demonstrates “Basic” or “Unsatisfactory” rating for educators with more than 4 years of experience at the date of school closure. Unsourced components are not considered. 	<ul style="list-style-type: none"> Deemed complete – Move Basic rating to final summative score for the 2019–20 school year. Individuals remain on Comprehensive for 2020-2021.
Plans of Improvement or Structured Support Plans		
Due to the unique circumstances of the COVID-19 pandemic, and only for those staff placed on SSPs during the 2019-2020 school year, any teacher placed on a Structured Support Plan in the 19-20 school year, will continue working on the goals and objectives outlined in the 19-20 SY plan in the 2020-21 school year.		

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Provisional and Non-Continuing Contract Employees		
Category	Scenario	Action
Student Growth	<ul style="list-style-type: none">Scoring Student Growth Goals	<ul style="list-style-type: none">All Student Growth Goals will be scored as Proficient for all staff.
Teacher: Comprehensive	<ul style="list-style-type: none">Collected evidence demonstrates “Proficient” or “Distinguished” rating at the date of school closure.Unscored components are rated as Proficient.	<ul style="list-style-type: none">Deemed complete –Move those ratings to final summative score for the 2019–20 school year.Teachers on the Comprehensive Year 1, 2, & 3 evaluation will move to the next year comprehensive evaluation.Teachers on the Comprehensive Year 4 evaluation may move to Focused Year 1 for 2020-2021.
Teacher: Comprehensive	<ul style="list-style-type: none">For staff that did not receive the annually required observations and have 4 years of experience or less at the date of school closure.	<ul style="list-style-type: none">Deemed complete –Educator will receive a minimum overall score of 24 which is proficient on the Summative Evaluation.Administrator will provide summative comments based on the observations completed.An explanatory statement will be included in their summative evaluation, describing the extenuating circumstances due to COVID-19.
Teacher: Comprehensive	<ul style="list-style-type: none">For staff that did not receive the annually required observations and are in their final year of provisional status and have formal observation reports indicating less than proficient performance at the date of the school closure.	<ul style="list-style-type: none">Handled on a case-by-case basis in consultation with Lake Washington Education Association and Lake Washington School District at District Labor Management.

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Teacher: Comprehensive	<ul style="list-style-type: none"> For educators with 2 years or less of teaching experience in Lake Washington or Washington State, collected evidence and completed annually required observations demonstrates “Basic” at the date of school closure. Unsourced components are rated as Proficient. 	<ul style="list-style-type: none"> Deemed complete – Final summative evaluation is completed using the Frontline System process for the 2019–20 school year. Basic can be considered satisfactory for this level of experience, but it does not qualify for movement to Focused evaluation. Individuals remain on Comprehensive for 2020-2021.
Teacher: Comprehensive	<ul style="list-style-type: none"> For educators with 3 years or less of teaching experience in Lake Washington or Washington State, and the annual evaluation collected evidence and completed annually required observations demonstrates “Basic” or rating at the date of school closure. Unsourced components are rated as Proficient. 	<ul style="list-style-type: none"> Deemed complete – Final summative evaluation is completed using the Frontline System process for the 2019–20 school year. Basic can be considered satisfactory for this level of experience, but it does not qualify for movement to Focused evaluation. Individuals remain on Comprehensive for 2020-2021.
Other Certificated Educators: Comprehensive	<ul style="list-style-type: none"> Collected evidence demonstrates “Proficient” rating at the date of school closure. 	<ul style="list-style-type: none"> Deemed complete- Individuals who are on P1 move to Focused Year 1 for 2020-2021.
Unsatisfactory Rating		
Handled on a case-by-case basis in consultation with Lake Washington Education Association and Lake Washington School District at District Labor Management.		
Summative Conferences		
Summative Conferences will be held for all first-year teachers and first year “other certificated educators” but will not be required for all other staff for the 19-20 school year. However, if an administrator or teacher/other certificated educator would like to discuss this year’s evaluation, either individual can initiate a remote final summative evaluation meeting prior to June 15, 2020. Supervising administrator will email the Final Summative Evaluation to the staff member. The email will constitute delivery. Final Summative evaluations do not need to be signed for the 2019-20 school year.		
Footnotes		
<p>*Beginning date of school closure: March 11, 2020</p> <p>**Evaluation Action Steps outlined above apply to Non-Continuing staff members only if they are returning for the following school year and do not constitute a guarantee of employment.</p>		

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*** Other Certificated Educators are defined in Section 26.2 of the LWSD/LWSD CBA: “certificated support personnel including: psychologists, teachers of the visually impaired, occupational therapists (OTs); physical therapists (PTs); speech language pathologists (SLPs); counselors; library media specialists; and instructional specialists including district program specialists for special education, career and technical education (CTE), Safety Net, and ELL; technology integration specialists, curriculum and assessment specialists, and consulting teachers.”

Should any guidance from OSPI regarding the impacts of school closures on evaluations conflict with the agreements in above, the parties will reconvene to reconcile the conflicts.

Agreed:

For the District

Dr. Jon Holmen, Deputy Superintendent

Date: _____

For the Association

Howard Mawhinney, LWEA President

Date: _____