

**Evaluation Letter of Understanding between the Lake Washington Education Association
and
the Lake Washington School District No 414.**

Due to the remote start of schools to address the spread of Covid-19, the following changes to Article 26 will be made for 2020-2021 school year in accordance with recommendations from the Office of Superintendent of Public Instruction Bulletin 063-20.

- I. Once this evaluation LOU is signed, administrators will host a group meeting per Section 26.6.2 by Oct 16, 2020.
- II. For staff on a focused evaluation, they will proceed with the regular focused evaluation process per Article 26 of the Lake Washington School District and Lake Washington Education Association collective bargaining agreement.
- III. Per OPSI guidance, teachers who qualify for a modified comprehensive evaluation will focus on one student growth criterion (3 or 6). This criterion is presumed proficient if the following occurs:
 - A. Two formative conversations are held between the evaluator and teachers focused on their student growth criterion.
- IV. Teachers specified below will be evaluated on two criteria to be formally scored using evidence provided in the 20-21 school year. The criterion that teachers and administrators will choose two criteria from include criterion 1, 2, 3, 4, and 5. Determination of the two criteria from the list above shall be made by agreement between the administrator and teacher. The remaining six criteria will be scored by assigning the score received in the most recent Comprehensive evaluation. Section IV will apply to the following teachers:
 - A. Teachers in their second year.
 - B. For teachers who are scheduled for a comprehensive evaluation under RCW 28A.405.100.
- V. For teachers in their first year of teaching, they will be on a comprehensive evaluation with the following changes.
 - A. In collaboration the building administrator and first year teacher will focus on the "Green Line" for new to the profession teachers. They will be formally scored using evidence provided during the 2020-21 school year. Remaining criteria will be scored "basic" as a default score. For those staff that get rated a basic score, there will be a note indicating "default score due to the circumstances of COVID-19 pandemic" where applicable.

- B. If adequate evidence is provided that clearly indicates Proficient practice for default criteria, evaluator may override the Basic score.
- C. The "Green line" will be 2b, 3a, and 3c of criterion 1. 2a, 2c, 2d, and 2e of criterion 5, 4c of criterion 7, and 4d, 4e, and 4f of criterion 8.

VI. For all teachers in their third year of provisional status or their first year in the Lake Washington School District with prior teaching experience, they will be evaluated on all 8 criteria. After the first evaluation cycle, the administrator will have the option of allowing the teacher to focus on two criteria (of the 8 cited in Section IV) for the rest of the school year.

- A. If an administrator opts to do this, the remaining six criteria will be scored by assigning the score received in the most recent Comprehensive evaluation.

VII. All bargaining unit employees can be moved to being evaluated on 8 criteria (the normal Comprehensive cycle) if notified in writing by December 15.

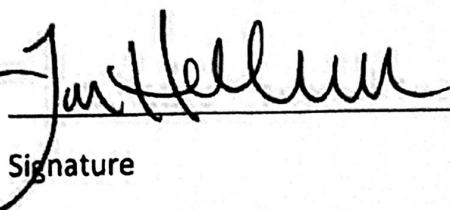
VIII. Teachers on a structured support plans, plans of improvement, or probation will remain on the regular comprehensive cycle (all 8 criteria) for the 20-21 school year. Those staff on SSP's, PIPs, or probation will have the opportunity to return the regular evaluation cycle if they meet the criteria established in Article 26.

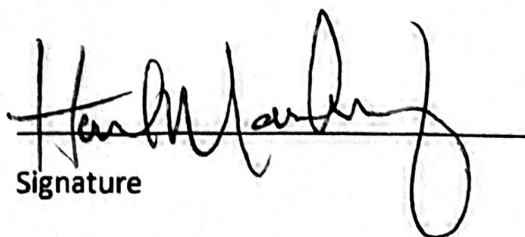
IX. For those administrators observing staff remotely, either formally or informally, they will ensure their presence in the remote classroom is known or their name is listed as a participant in the remote classroom.

AGREED:

For the District

For the Association


Signature


Signature

9/24/2020
Date

9/24/2020
Date