

**Letter of Understanding Between the Lake Washington School District
and the Lake Washington Education Association**

Whereas the LWSD on-line school is a one-year school to meet the demands of families during the Covid pandemic,
Whereas the statewide evaluation frameworks were designed for in-person instruction,
Whereas Washington state law allows negotiated changes to the evaluation structure,
Therefore, the LWSD and LWEA agree to the following terms for educators working 50% or greater of their FTE in the LWSD Online School:

1. Educators who were on a focused evaluation in LWSD for the 2020-2021 school year will remain on a focused evaluation for 2021-2022 school year and receive the same summative score as their most recent comprehensive evaluation.
2. Educators who completed three years of focus evaluations, who ordinarily would move to comprehensive evaluation, will repeat the third year of a focused evaluation, and receive the same summative score as their most recent comprehensive evaluation.
3. Educators who completed their provisional status and moved to a continuing contract in 2021-2022 school year will be placed on a focused evaluation and receive the same summative score as their most recent comprehensive evaluation.
4. Student growth scores shall be deemed proficient if two formative conversations focused on student growth criterion are held between the evaluator and teacher.
5. The District agrees to schedule time for all OLS educators to meet as a grade band or grade level to review the evaluation frameworks/rubrics and reach understanding of the expectations as it relates to remote learning instruction.
6. Prior to the second formal observation, evaluators will meet individually or in small groups with those on a comprehensive evaluation to review the framework/rubric for understanding as it relates to virtual learning.
7. When an employee is moved to a new placement during the 21-22 school calendar year, the receiving evaluator will complete the evaluation according to this LOU in collaboration with the online school evaluator.
8. If an employee's assignment is altered to a full-time substitute position, the employee's evaluation will receive a No Score as allowable by law.
9. Unless mentioned above, all other aspects of the LWEA Collective Bargaining Agreement, **Article 26 Evaluation** apply. Any individual situation that does not fall into one of the categories mentioned above will be brought to District Labor Management for resolution.


X

Howard Mawhinney
President, Lake Washington Education Associati...

12/9/2021


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Dr. Jon Holmen
Superintendent, Lake Washington School District