

[PROPOSED]
MEMORANDUM OF UNDERSTANDING (MOU)
Between the
San Diego Unified School District (District)
and the
San Diego Education Association (SDEA)

**Regarding the Development and Implementation
of a New Evaluation Model**

SDEA and the District share a mutual interest in improving the evaluation process to ensure the process is one that focuses primarily on growth and development, that recognizes the difficulty and complexity of classroom teaching and non-classroom services by providing specificity and guidance regarding unit member expectations, that helps administrators and unit members grow by knowing specifically what should be demonstrated in instructional and non-instructional settings, and that is a reflective, meaningful professional growth experience for all unit members. To this end, the parties agree to the following:

1. 2014-15 School Year: Development of a New Evaluation Model
 - a. The parties agree to convene two joint committees, each consisting of five (5) unit members appointed by SDEA and five (5) administrators appointed by the District, with one joint committee dedicated to developing a new evaluation model for instructional personnel, and the other dedicated to developing a model for non-instructional personnel.
 - b. The joint committees will meet at least monthly, beginning immediately after execution of this MOU, to research and review alternative methods of evaluation systems, procedures and protocols. The purpose of each committee is to review multiple existing evaluation models designed to encourage positive educator growth, and to develop model evaluation and performance indicators based on the following dimensions of teaching and learning: 1) purpose; 2) student engagement; 3) curriculum and pedagogy; assessment for student learning; and 5) classroom environment and culture.
 - c. The model evaluation and performance indicators developed by the committees will be implemented at pilot implementation schools during the 2015-16 school year. The pilot schools will consist of 25% of the District's elementary, middle and high schools, identified by the committees, with representation across the District geographically and across low/middle/high school performance levels.
2. 2015-16 School Year: Pilot Implementation at Selected Schools, and Further Refinement of the Model
 - a. During the 2015-16 school year the model evaluation criteria and performance indicators to be implemented at the pilot schools. The model evaluation criteria and performance indicators will, as a pilot program, replace the Elements of

Evaluation in Article 14.3 of the current agreement. All other elements of the evaluation process delineated in Articles 14.2 through 14.6 will remain in effect at the pilot schools.

- b. Based on the work of the joint committees, including but not limited to feedback received from participants in the evaluation process at the pilot schools, on or before April 15, 2016, the joint committees shall submit recommendations to the District and SDEA bargaining teams for implementation of new evaluation systems/processes for instructional and non-instructional personnel, including any recommended amendments to Article 14 of the collective bargaining agreement.
 - c. Between April 15, 2016 and the beginning of the 2016-17 workyear for SDEA bargaining unit members the parties shall meet and negotiate changes to Article 14 of the collective bargaining agreement.
3. It is the intent of the parties that negotiations on changes to Article 14 of the collective bargaining agreement, based on the work and recommendations of the joint committees, will be completed for Districtwide implementation of the new evaluation system in the 2016-17 school year.

FOR THE DISTRICT:

FOR THE ASSOCIATION:
