

Student Growth Measures  
Memorandum of Understanding  
Between the  
McComb Local School District Board of Education  
and the  
McComb Teachers Education Association

This Memorandum of Understanding is entered into by and between the McComb Local School District Board of Education (“the Board”) and the McComb Teachers Education Association (“the Association”) to address Student Growth Measures for the 2013-2014 school year.

WHEREAS, the Board and the Association have agreed upon an Ohio Teacher Evaluation System (“OTES”) pilot program for the 2013-2014 school year for the evaluation of teachers; and

WHEREAS, the Board and the Association recognize that Student Growth Measures (“SGM”), including, but not limited to Student Learning Objectives (“SLOs”), will be required in the evaluation procedure for all teaching employees spending fifty percent (50%) or more of their time in direct contact with students; and

WHEREAS, O.R.C. §3319.112 requires a standards-based framework for the evaluation of teachers and:

1. Provides for multiple evaluation factors, including student academic growth which shall account for fifty percent (50%) of each evaluation;
2. Calls for alternative SGMs for grade levels and subjects for which the value-added progress dimension prescribed does not apply;
3. For grade levels and subjects for which the assessments prescribed under O.R.C. §§3301.0710 and 3301.0712 and the value-added progress dimension prescribed in O.R.C. §3302.021 do not apply, it is necessary to develop a list of student assessments that measure mastery of the course content for the appropriate grade level, which may include nationally-normed standardized assessments, industry certification examinations, or end-of-course examinations.

NOW, THEREFORE, the Board and the Association agree as follows:

Section 1: Where available, SGM data from the 2012-2013 school year will be entered into the Electronic Teacher and Principal Evaluation Systems (“eTpes”) by the Superintendent by May 1, 2014. This data will be limited to those teachers for whom OAA data was available and linked to the teacher for the 2012-2013 school year.

Section 2: Where SLOs are required for a teacher (as indicated in Appendix A) and the teacher has not yet submitted SLOs, the teacher will submit proposed SLOs to the Principal by December 1, 2013. The Principal will submit the proposed SLOs to the Hancock County Educational Service Center for review.

Section 3: The Hancock County Educational Service Center SLO Committee will review the proposed SLOs and either approve the SLOs or provide suggestions to improve the SLOs. If the Hancock County Educational Service Center SLO Committee proposes suggestions to improve an SLO, the teacher will modify the SLO in accordance with the suggestion.

Section 4: As provided in the Memorandum of Understanding regarding OTES approved by the Association on September 30, 2013 and the Board on October 9, 2013, the entire OTES evaluation (including any score or rating received by the teacher) shall be considered “practice” or a “pilot” program for the 2013-2014 school year only. Therefore, the evaluation outcomes shall not be a basis for the retention, promotion, and/or removal of teachers during the 2013-2014 school year.

Section 5: Subject to O.R.C. §§3319.111 and 3319.112 and/or regulations from the Ohio Department of Education, if more than one SGM exists for a teacher, the weight of each SGM to be entered into the eTpes system by May 1, 2015 will be negotiated between the Board and the Association.

Section 6: Except as modified by this Memorandum of Understanding, all other terms and conditions of the Agreement and the Memorandum of Understanding regarding OTES shall remain in full force and effect. Nothing in this Memorandum of Understanding shall be construed to create or result in a past practice.

IN WITNESS WHEREOF, this Memorandum of Understanding is entered into on the 13<sup>th</sup> day of November, 2013.

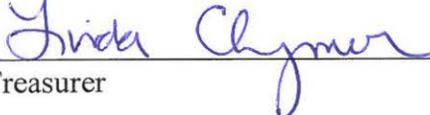
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BOARD OF EDUCATION

MCCOMB TEACHERS EDUCATION  
ASSOCIATION

  
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Board President

  
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MTEA President

  
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Superintendent

  
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Treasurer

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