

MEMORANDUM OF UNDERSTANDING
BETWEEN

INDIAN VALLEY BOARD OF EDUCATION & INDIAN VALLEY TEACHERS' ASSOCIATION

Purpose: To align our teacher evaluation cycle with the Ohio General Assembly's passing of House Bill 362, which changes ORC 3319.111, to begin with the 2014-2015 school year.

9.06 of our current negotiated agreement, as can be read below, allows us to make such changes as a result of legislative changes.

9.06 Legislative Impact

In the event of legislative action by the Ohio General Assembly that impacts in any way on the topic of evaluation, the parties to this agreement shall discuss this topic to determine whether adjustments are appropriate during the term of this agreement. The implications of changes made to the Ohio Revised Code regarding evaluation may be bargained without opening the entire negotiated agreement.

This MOU makes the following change to 9.01-B-3.

- ~~3. A teacher who receives a rating of "Accomplished" on his/her most recent evaluation shall be evaluated every other school year, unless it is a year (s)he is up for renewal.~~
3. A teacher receiving a rating of "Accomplished" may be evaluated every three (3) years as long as the teacher's student academic growth measure for the most recent school year for which data is available is average or higher.

A teacher receiving a rating of "Skilled" may be evaluated every two (2) years as long as the teacher's student academic growth measure for the most recent school year for which data is available is average or higher.

In any year in which a teacher who has not been formally evaluated as a result of having previously received a rating of Accomplished or Skilled, a credentialed evaluator shall conduct at least one (1) observation of the teacher and hold at least one (1) conference with the teacher. This also applies to teachers who have received an Accomplished rating in 2013-2014.

A full evaluation consisting of at least two (2) formal observations of at least thirty (30) minutes each and periodic walk-throughs may be conducted for a teacher in a year (s)he is up for renewal, regardless of previous the previous rating.

This MOU makes the following addition to 9.01 B.

15. The administration will not to conduct an evaluation for a teacher who: (1) was on leave for 50 percent or more of the school year; or (2) has submitted notice of retirement on or before December 1 of the school year.

Agreement on “. . . may be evaluated . . .” Language

This MOU reads:

- “A teacher receiving a rating of “Accomplished” may be evaluated every three (3) years as long as . . .”
- AND
- “A teacher receiving a rating of “Skilled” may be evaluated every two (2) years as long as . . .”

It is important to keep the language “. . . may be evaluated . . .” so there is never a contradiction of language in the contract for teachers who are due a full evaluation in a contract year.

The administration will honor the three (3) year and two (2) year cycles referred to above for teachers not in a contract renewal year with *one* exception.

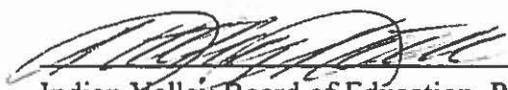
The following exception *may* be cause for the administration to shift the evaluation cycle of a “Skilled” or “Accomplished” teacher:

- If six (6) or more letters of resignation for the purpose of retirement are received from teachers that serve in any one (1) school building on or before December 1 of a given school year, the administration *may* shift the evaluation cycle of a “Skilled” or “Accomplished” teacher the following year.
 - *Statement of Transparency:* A shifting of the full evaluation year would start a new evaluation cycle for that teacher.

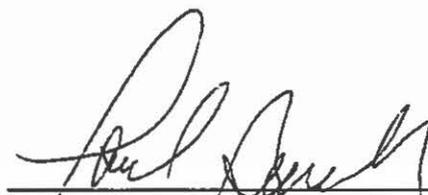
Rationale of Possible Evaluation Cycle Shifts: A large number of new staff members in one (1) building can create an inordinate amount of full evaluations to be completed. The ability of administration to shift evaluation cycles in this situation could assist in creating a more balanced observation/evaluation load, thereby helping to insure a better quality process for both teacher and evaluator.

Procedures for Non-Evaluation Year Observation

1. The evaluator will give the Non-Evaluation Year Pre Observation Form (Attachment A) to the teacher at least three (3) working days prior to the scheduled observation.
2. The teacher will return the Non-Evaluation Year Pre Observation Form to the evaluator at least one (1) working day prior to the scheduled observation.
3. The evaluator will use the Condensed Observation Rubric (Attachment B) to record observations.
4. A post-conference will occur between the teacher and evaluator within ten (10) working days of the observation or at other mutually agreed upon times. The only exception to this will be the absence from work of either the teacher or evaluator.
5. During the post-conference, the evaluator and teacher will review and sign the Condensed Rubric.


Indian Valley Board of Education, President

10/15/14
Date


Indian Valley Teachers' Association President

Oct 15, 2014
Date

Ira Wentworth
Superintendent

10-15-14
Date