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Memorandum of Understanding
Between the
Xenia Education Association
and the
Xenia Community City School District Board of Education

The Xenia Education Association ("XEA") and the Xenia Community City School District Board of Education ("Board") agree to the following memorandum of understanding relative to the Teacher Evaluation System and the Student Growth Measure for 2013-2014 and the evaluation procedure for Counselors, Nurses, Speech Pathologists, and Teachers on Special Assignment. The evaluation instrument will be created and agreed upon locally and jointly between the evaluation committee consisting of **an equal number of XEA members (appointed by XEA president)** and **an equal number of administrators (appointed by the Superintendent)** for 2014-2015 school year.

Student Growth Measures for 2014-2015 will be established, determined and agreed upon locally and jointly between the evaluation committee consisting of XEA members and administration.

PK-12 (who do not receive a value added report from the state): 50% shared attribution of district wide value added data

Teachers 4-8 (who receive an individual Value Added Report): 26% Individual value added reports, 24% shared attribution district value added data

**MH teachers:* In some limited cases, teachers may not have student growth data and will utilize only the teacher performance data (Ohio Department of Education Business Rules for Student Growth Measures 3.3)

For the 2013-2014 school year, the evaluation documents currently used will continue in use. For the 2014-2015 school year, all evaluation forms used and referenced in the language and appendices of the Collective Bargaining Agreement will be determined and utilized by mutual agreement by the evaluation committee (appointed by XEA President and the Superintendent). All agreed evaluation forms/documents will be complete, agreed upon and uploaded prior to the first teacher workday of the 2014-15 school year. Failure to reach agreement by the evaluation committee members would result in using the current procedure and forms in the current negotiated agreement (2013-2105).

All teachers, Counselors, Nurses, Speech Pathologists and Teachers on Special Assignment may determine the type, method and amount of artifact(s) in collaboration with their evaluator to submit for their evaluations.

XENIA COMMUNITY SCHOOLS

Evaluation Procedure
Counselors, Nurses, Speech Pathologist, Teachers on Special Assignment
2013-2014

INTERIM GOAL FORM
For
GOAL
[MID-YEAR ASSESSMENT]

Teacher/Counselor/Nurse/Speech Pathologist:

Position:

Evaluator:

Date:

Goal Being Monitored / Discussed:

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Progress Indicators: [examples of activities being accomplished]

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Additional Help or Adjustments Needed:

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Date of Mid-Year Assessment [interim goal conference]:

Teacher/Counselor/Nurse/Speech Pathologist Signature:

Evaluator Signature:

XENIA COMMUNITY SCHOOLS
Counselors, Nurses, Speech Pathologist, Teachers on Special Assignment
2013-2014

YEAR END EVALUATION FORM

Narrative by Teacher/Counselor/Nurse/Speech Pathologist:

Include summary of past year and areas of reinforcement and any area for refinement

Narrative:

IN THE FINAL YEAR OF CONTRACT – DUE TO EVALUATOR BY April 1, 2014

NOT IN FINAL YEAR OF CONTRACT – DUE TO EVALUATOR BY June 1, 2014

Teacher/Counselor/Nurse/Speech Pathologist Signature:

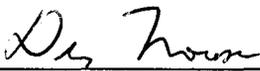
Date:

Comments by Evaluator:

Contract Recommendation:

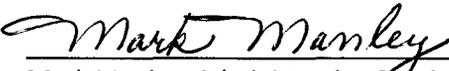
Signature of Evaluator:

For the Board:



Denny Morrison, Superintendent Pro-Tem

2/24/14
Date



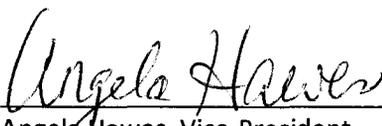
Mark Manley, Administrative Specialist

For the Association:



Bill Dawson, President

2/20/14
Date



Angela Hawes, Vice-President

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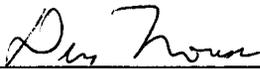
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