

**Memorandum of Agreement  
Between  
NWRESD and NWEA  
Educator Evaluation 21-22**

The Northwest Regional Education Service District (the "District") and the Northwest Education Association (the "Association") hereby agree to the following Memorandum of Agreement (MOA) for the purpose of clarifying expectations regarding evaluation of licensed staff during the 2021-2022 school year given the [Educator Evaluation Guidance from ODE](#). The District and the Association hereby agree to the following in order to assure a process that supports professional growth with licensed employees:

The District and the Association agree the following conditions shall apply:

1. The parties recognize that the flexibility ODE has offered for evaluations stating the flexibility is necessary to help educators navigate the implementation of many health and safety protocols, focus on student well-being and mental health, and ensure they are creating a welcoming and affirming learning environment for each and every student, all while attending to teaching and learning. It is also true that educators at all levels are assisting students, families and one another through frequent interruptions to learning to address COVID-19 close contacts, quarantines, and services for students inside and outside the classroom.
2. The parties agree to comply with the requirements of the Educator Evaluation Guidance from ODE as noted above as well as the [SLG Guidance Brief](#), and that the ESD will comply with reporting data as required by ODE.
3. Probationary Staff Members: The process for all probationary staff will largely continue as planned; with the exception that the number of observations will be reduced by 1. While the measures of the SLG (Student Learning Goal process) is focused on providing social emotional health; one SLG goal must be academic based and data collected.
4. Contract Staff Members: The process for contract staff members will be placed on hold for the remainder of the 21-22 school year; with the exception of the requirements for student learning goals as noted above.
5. Recommendation for moving forward: The licensed evaluation handbook is out of date; and some preliminary meetings have taken place to identify specific positions where the existing rubrics do not fit; in addition there have been some state-level changes; that have not been updated. The recommendation is to work to update the handbook and process, bringing it current by June 30, 2022 and update Frontline to reflect the new process. Included in that work would be examining the steps in the process, identifying an ongoing process for both probationary and contract staff that focuses on true professional growth along with a realistic process that provides capacity for that professional growth.
6. Duration: This memorandum is in effect for the remainder of the 2021-22 school year and expires June 30, 2022. Evaluation of licensed staff members will return to the process identified in the Licensed Evaluation Handbook in place beginning July 1, 2022.
7. All other provisions of the Collective Bargaining Agreement, unless modified by this agreement, shall remain in effect as written.