

Letter of Agreement  
Between  
Federal Way Public Schools  
And  
Federal Way Education Association  
August 31<sup>st</sup>, 2016

In order to update evaluation practices and procedures to align with recent changes in the Washington Administrative Code (WAC,) FWEA and FWPS have reached an agreement to make changes to Article 5 of our Collective Bargaining Agreement. The expressed intent of the changes to the WAC, and subsequent adjustments to our CBA, is to promote and emphasize professional growth through the Focus Evaluation process. The parties agree that the following changes to Article 5 will take effect immediately and be in force through the duration of the current CBA. For clarity, changes have been added in **blue**

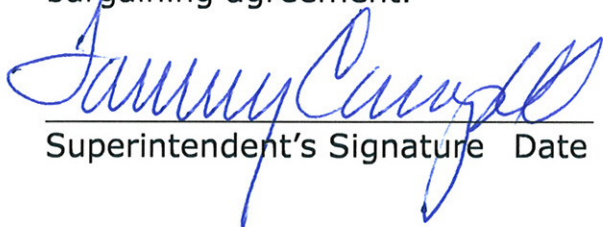
5.2.C.3.a Focused Evaluation – four observations/feedback visits at minimum (two in each cycle, with one per year being at least 30 minutes; the remaining observations/feedback visits must be at least 15 minutes), evaluated on one of the eight criteria **in which there is room for professional growth**; if the chosen criterion is 1, 2, 4, 5, or 7, then student growth goals must be established and measured from criterion 3 or 6.

5.2.F.c.ii Focused Evaluation – **The final summative score that will be submitted to the state will be determined using the most recent Comprehensive Summative evaluation score (Proficient or Distinguished) OR the current year’s Focused criterion score if it is Distinguished (See Focused Evaluation Score Form in Appendix E). If the employee has not yet completed a comprehensive evaluation** ~~The~~ **their final summative score is the same as the criterion score that was selected for the focused goal. The focused evaluation does not have a separate student growth impact score, but a score of 1 in a student growth Indicator initiates a student growth inquiry, and has the same impact as a Student Growth rating of “low” described in Section 5.2.F.1e below.**

5.3.B ~~Classroom teachers who receive a summative score of Basic will be placed on Comprehensive the following school year.~~ **If the evaluator has evidence that the teacher's current level of performance would no longer be Proficient on a Comprehensive evaluation, then the evaluator must conduct 60 minutes of observation with a minimum of 30 minutes per observation. Should the evaluator determine, based on the evidence gathered, that the teacher should be moved to a Comprehensive evaluation for that school year, the evaluator must document their evidence on the summative evaluation form, indicating the preponderance of evidence on which the decision is based. The teacher must be informed of this decision in writing at any time on or before Dec. 15<sup>th</sup> as per state law.**

The parties agree that at the end of the second inquiry cycle each teacher on Focused Evaluation will sign and receive a copy of the Focused Evaluation Score Form (see attached form). Additionally, each teacher on Focus Evaluation will receive a rubric for their chosen criterion with the language highlighted in each indicator that best describes the teacher's current level of practice as indicated by the evidence gathered during the current school year.

This agreement exclusively makes the indicated changes to Article 5 and Appendix E and does not impact any other portions of the collective bargaining agreement.

  
\_\_\_\_\_  
Superintendent's Signature    Date

 8/31/2016  
\_\_\_\_\_  
FWEA President's Signature    Date