

Memorandum of Agreement  
The Arlington Public Schools

And

The Arlington Education Association (Unit A)  
Educator Evaluations 2019-2020 School Year

The Arlington Public Schools (APS), acting through its Superintendent of Schools, and the Arlington Education Association, Unit A (AEA) have discussed how the current school closure necessitated by the State of Emergency ordered by Governor Baker due to the COVID-19 pandemic impacts the Arlington Effective Educator Development System (Evaluation System). The current school closure has required educators and administrators to develop new ways of working and new ways to provide educational services to students through remote learning. The current educational framework necessitated by the school closure was never contemplated, and the Evaluation System as agreed upon by the parties does not fit well into the remote learning structure. Therefore, the parties have reached the following understandings and agreements:

1. Beginning with the first day schools were closed, March 13, there will be no observations of educators for the rest of the 2019-2020 school year. All observation reports and write-ups that have been or will be completed will be for observations and work done before March 13, 2020.
2. As the Commonwealth of Massachusetts requires School Districts to assign ratings to educators at the end of each school year, those ratings for the 2019-2020 school year will be assigned as follows:
  - a. Professional Status Educators will be assigned the rating they received at the end of the 2018-2019 school year in either their formative or summative evaluation.
  - b. Educators without professional status will be assigned the rating of “proficient” for the 2019-2020 school year.
  - c. The parties understand that, because of a. & b .above, all Arlington Educators will be assigned a rating of “proficient” for the 2019-2020 school year.

3. Educators with Professional Status will switch plan years in the 2020-2021 school year. That means that for educators currently in the first year of a two-year plan, they will move to the second year in the 2020-2021 school year. For educators currently in the second year of a two-year plan, they will move to the first year of a two-year plan in the 2020-2021 school year.
4. Educators will have the flexibility to adjust goals in the 2020-2021 school year.
5. There will be no required evidence from March 13, 2020 through the end of the 2019-2020 school year. Educators are free to upload evidence if they wish, but that is optional.
6. This agreement is only for the 2019-2020 school year due to the unique circumstances of this school year and will not set a practice or precedent.
7. The AEA agrees that there will be no grievances under the evaluation system or this agreement for the 2019-2020 school year.

Agreed to on this \_\_\_ day of \_\_\_\_\_ 2020.

For the Arlington Public Schools:

For the AEA-Unit A:

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Len Kardon, Chair, School Committee

Jason Levy, President

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Kathleen Bodie, Superintendent