

MEMORANDUM OF AGREEMENT

BETWEEN

THE ARLINGTON SCHOOL COMMITTEE

AND

THE ARLINGTON EDUCATION ASSOCIATION – UNIT A

Regarding Educator Evaluation for the 2021-2022 Work Year

December 2021

WHEREAS, the Arlington School Committee (“Committee”) and the Arlington Education Association – Unit A (“Union”), collectively referred to as the “Parties”, have an agreement on educator evaluation;

WHEREAS, the Parties wish to address certain the requirements in the educator evaluation agreement differently for the 2021-2022 work year only;

NOW THEREFORE, notwithstanding any conflicting requirements in the Parties’ educator evaluation agreement, the Parties agree to the following changes for educator evaluation in the 2021-2022 work year:

1. Evidence Requirements:

Educators shall submit at least one piece of evidence for each goal and standard.

2. Observations and Formative Assessment Write-Ups:

- A. If the evaluator determines that the educator’s performance during the observation was at least proficient, the evaluator need not do an extensive write up of the observation.
- B. If the evaluator determines that the educator’s performance during the observation needs improvement or is unsatisfactory, the evaluator will provide written feedback to the educator, and the evaluator and educator will have a follow-up conversation or meeting. The evaluator will also do a follow-up observation within 30 days.
- C. If a formative assessment rating is proficient, the evaluator need not do an extensive write up of the reasoning.

3. Number of Required Unannounced Observations for Educators without Professional Teacher Status:

- A. The evaluator may waive the second and/or third unannounced observation in 2021-2022 work year for a non-professional teacher status educator who in the 2021-2022 work year is in the educator’s second or third year as an educator in the Arlington Public Schools and whose most recent formative assessment was at least proficient.

- B. The evaluator may waive the third and/or fourth unannounced observations in 2021-2022 work year for a non-professional teacher status educator who in the 2021-2022 work year is in the educator’s first year as an educator in the Arlington Public Schools and whose most recent formative assessment was at least proficient.

Nothing in this Memorandum of Agreement changes or amends any of the requirements or obligations in any improvement plan or directed growth plan.

This Memorandum of Agreement is for the 2021-2022 work year only and shall not be effective in any subsequent work years.

Agreed to by the Parties on the date(s) indicated below.

Arlington School Committee

Arlington Education Association Unit A

Date:_____

Date:_____