

Educator Evaluation  
2020-2021 School Year  
Proposed Memorandum of Agreement  
Between the  
Shrewsbury School Committee and the  
Shrewsbury Education Association  
2.2.2021  
FINAL

Unless explicitly outlined below, all provisions of the negotiated Educator Evaluation portion of the contract remain in full force and effect with the following modifications for the 2020-2021 school year only. The purpose of this agreement is to reduce and streamline the educator evaluation process while still meeting the expectations of the Department of Elementary and Secondary Education and meeting our collective obligations under the law.

1. Observations begin immediately and any observations completed and delivered prior to ratification of this agreement will count towards completion of observations for the year.
2. The minimum number of observations during the 2020-2021 school year will be reduced by 50% for all educators. This means that most professional status educators will receive a minimum of one observation this year. Primary and secondary evaluators will divide caseloads for observations as evenly as possible. Responsibility for writing formative and summative evaluations will lie with the primary evaluator.
  - a. All safety protocols, including social distancing, are in place during observations, which may take place in person or via Zoom.
  - b. SHS Remote Coordinators will be observed during homeroom periods, office hours, and similar opportunities to observe student and faculty interaction. Any indicator that is not immediately able to be observed (such as Curriculum and Planning) will be presumed to be proficient, unless there is clear evidence to the contrary.
3. Adjustments to timeline:
  - a. Primary and secondary evaluators will be identified by 1/15/2021. Unit A members who serve as primary evaluators shall be responsible for all NPS educators under their supervision. They shall not be responsible for greater than 50% of the staff under their supervision unless mutually

agreed upon with the secondary evaluator. Primary evaluators will communicate with secondary evaluators regarding caseload.

- b. Self Assessment, Goals, and Educator Plan submitted to supervisor 1/22/21
  - c. Above approved by supervisor 1/29/21
  - d. Formal classroom observations for first year/second year/third year teachers without professional status/minimum of one observation 2/12/21
  - e. One additional classroom observation for first year/second year/third year teachers without professional status (4/1/2021)
  - f. Formal classroom observations for teachers with professional status/minimum 1 observation by 3/15/21 (one less observation)
  - g. Evidence submission (rolling basis with reminders on January 30 and April 30)
  - h. Formative assessment for teachers without professional status (March 5)
  - i. Summative assessment for teachers without professional status (May 14)
  - j. Formative assessment and Summative Assessment for teachers with professional status (June 1)
4. Observations and artifacts should focus on (but not be limited to) the DESE identified indicators for the 2020-2021 school year, including:
- a. I-A Curriculum and Planning
  - b. II-B Learning Environment
  - c. II-D Cultural Proficiency
  - d. III-B Family Collaboration
  - e. IV-A Reflection
  - f. IV-C Professional Collaboration
  - g. The educator's goal plan

Educators should only submit artifacts that demonstrate progress towards their goal and proficiency in one or more standards that are not easily observed in an observation. Evaluators may check off an educator as “proficient” in any of the focus indicators based on past experience and observations.

Focus on these indicators does not preclude an evaluator from commenting on other indicators in observations or formative or summative assessments.

5. Goal setting meetings will take place only when requested by a professional status educator or evaluator. Goal setting meetings will take place for all NPS

educators in Years One through Three. Goal setting meetings begin immediately.

6. Educators in year one of a two-year plan may adopt a new one-year (rather than two-year) goal with approval of their primary evaluator. Educators may retain their current goals if in year two of a two-year plan or may create a new goal that captures the work and growth they are currently experiencing. Educators who choose a goal that reflects the 2020-2021 school year, may have an action plan that reflects this school year only regardless of the duration of the educator plan. NPS educators in year one should focus goal setting on onboarding and acclimation as usual. NPS educators in year two or three should focus goal setting on typical year two and year three goals or create a new goal with approval of their primary evaluator.

The terms of this agreement shall not constitute a past practice or precedent, including for any future public health issue.

For the School Committee:

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Signature/Date

For the Association

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Signature/Date