



Shrewsbury Public Schools

Barbara A. Malone
Director of Human Resources

To: School Committee
From: Barbara A. Malone, Director of Human Resources
Re: Educator Evaluation Discussion and Vote
Date: December 12, 2018

The Shrewsbury Education Association and the School Administration (under the School Committee's authority), had previously negotiated a contract that would outline Educator Evaluation Process and Procedures. This portion of the educator contract went into effect on June 15, 2015, and was prompted by new legislation regarding educator evaluation. Built into that agreement was the ability to continue to discuss the topic of educator evaluation while many components were being "rolled out" to our staff and administrators, and to incorporate new or changing guidance from the Department of Elementary and Secondary Education over time. Administrators participating in these discussions include Dr. Joseph Sawyer, SHS Principal Todd Bazydlo, Director of Human Resources, Barb Malone, and both the former and current Assistant Superintendents for Curriculum, Instruction, and Assessment, Mary Beth Banios and Amy Clouter.

We have concluded our negotiations with agreed upon language, which incorporates feedback from our own direct experience as a district and guidance from the Department. The Shrewsbury Education Association voted in favor of these changes on December 5, 2018.

Please note that there are no direct budgetary impacts as a result of this negotiation.

Key components include:

1. Educator language on providing "artifacts" or evidence of educator work
2. The process for how educators will solicit feedback from their students
3. Ensuring anonymity for educators when providing feedback to administrators
4. Alignment with newer guidance provided by the Department of Elementary and Secondary Education in a variety of areas

In order for this new language to go into effect we need a formal vote from the Shrewsbury School Committee.

I am available for any questions or feedback.

The Memorandum of Agreement is attached.