

Memorandum of Understanding
Between
Pullman Education Association (PEA) and Pullman School District (PSD)
Regarding the transition to the
New Student Growth Goals rubrics

Background:

The purpose of these new Student Growth Goal rubrics is to promote instructional practice that is culturally responsive, socially, and emotionally literate, and inclusive of each and every student and shifts the focus from primarily growth and achievement data to more educator reflection using student growth data naturally harvested to improve instruction and student learning. The emphasis is on responsive practice and authentic conversation as the foundation of the student growth process.

Student Growth is part of the evaluation process is required per RCW 28A.405.100.

To develop a supportive model for transition, the parties agree to the following:

1. Staff needing clarification regarding professional learning to support the implementation of the new student growth rubrics will meet with their building principal/administrator to seek clarification and/or additional support.
2. It is the intent of the parties that the new rubrics will not require additional evidence be created to document the reflection that takes place by the teacher during the evaluation process. All evidence should be authentic and through a natural harvest of evidence provided during the professional conversations focusing on the sharing of reflections by the teacher on how they will adjust their instruction. The use of student feedback may be used at the teacher's discretion as part of a teacher's self-evaluation as general reflection.
3. The parties recognize that culturally responsive teaching relies on writing goals and reflection based on the teacher's knowledge of their students' assets. To provide opportunity for this to occur, the parties agree that for those individuals using the new student growth rubrics the initial goal setting discussion (s) with the evaluator will take place prior to the initiation of the unit of study from which the goals are derived. Student growth goals setting is an ongoing process and may require multiple discussions.
4. To embed the use of student growth goals into the regular flow of instruction, it is suggested that the student growth goal cycle is contained within a single unit of study. This means that a teacher may not set a growth goal until later in the year. It is agreed that all teachers will have set their initial growth goals by February 1, 2025.
5. At the teacher's discretion and in consultation with their evaluator, a teacher may use the formal student growth setting process more than once throughout the year in order to improve their practice and to show additional growth for their evaluation.
6. The Pullman Education Association recognizes this is a new process for administrators as well and agrees to discuss timeline adjustments as necessary.

7. In the event OSPI makes changes to the requirement for the new student growth goal process, Pullman Education Association and the district agree to come together to make changes to this MOU as necessary.

This agreement shall be in effect for the 2024-2025 school year.

Signature on File

For the District

Bob Maxwell

Superintendent

Signature on File

For the Association

Trish Blehm

PEA Association