

**MEMORANDUM OF UNDERSTANDING  
TEACHER EVALUATIONS 2020-2022**

The District and the Association wish to reduce the burden of formal evaluations on staff members during the unprecedented COVID-19 Pandemic. To that end the District and Association agree:

During the 2020-21 school, no teacher will complete student growth measures, nor will any teacher be evaluated using the current evaluation instrument/plan. Instead teacher evaluations will proceed as follows:

**Tenured Teachers:**

All tenured teachers who are scheduled to be evaluated during the 2020-21 school year will have evaluation ratings automatically default to the previous evaluation rating.

All tenured teachers will remain in their existing evaluation cycle even if no evaluation is completed.

The SLO normally required of a tenured teacher in school year 2020-2021 that will be used in determining a summative rating in school year 2021-2022, will automatically be assigned a rating of 'Excellent'. Except for the previous statement, no other modifications will be made to the 2021-22 evaluation process.

**Non-Tenured Teachers:**

- A) Non-tenured teachers with summative ratings of "Proficient" or "Excellent" in the 2019-2020 school year will have evaluation ratings automatically default to the previous evaluation rating. These staff members would be expected to continue to engage in professional growth conversations with their evaluators throughout the school year, but formal observations will not be conducted.
- B) Non-tenured teachers with a summative rating of "Needs Improvement" in the 2019-20 school year will meet with their evaluators prior to October 15th to review areas of concern and opportunities for growth identified in the 2019-20 summative evaluation document. To provide constructive feedback the evaluator and teacher will:
  - Work together to establish goals based on areas of concern and needed growth
  - Evaluators will complete a minimum of 2 formal observations and a minimum of 2 informal observations and provide formative feedback after each observation. (One Formal and one informal observation by December 1 and the second formal and second informal observation by February 1).
  - Teachers and evaluators will meet to reflect on the goals and discuss the observations at least twice during the year. (Within one week post each formal observation at minimum).
  - Evaluators will provide support as needed for improvement throughout the year.

If the teacher demonstrates sustained growth and will be retained for the 2021-22 school year, the evaluation rating will be "Proficient", in accordance with school code.

If performance concerns persist and the teacher fails to demonstrate sustained growth to a level where a non-renewal is going to be recommended, such a recommendation will be shared with the teacher by March 1.

- C) Teachers in their first year with the district will be expected to meet with their evaluators prior to November 1<sup>st</sup> and again by February 1 to engage in professional growth conversations, but formal observations will not be conducted. Evaluators of teachers in their first year with the district will provide formative feedback throughout the year based on informal observations completed. (Minimum of 2) Any recommendation for non-renewal will be shared with the teacher by March 1.

This Memorandum of Understanding is non-precedential and will expire on June 15, 2022. This Memorandum of Understanding is agreed to and authorized by the signatures of the parties' representatives as set forth below.

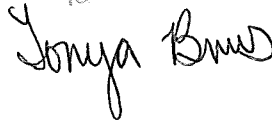
This agreement is signed and adopted on October 19, 2020

**BOARD OF EDUCATION PEKIN DISTRICT NO.  
108**

By   
President

**EDUCATION ASSOCIATION OF PEKIN-  
IEA/NEA**

By   
President

  
Sonya Brown