

LETTER OF AGREEMENT – STUDENT GROWTH GOALS

This Letter of Agreement is entered into between the Everett School District ("District") and the Everett Education Association ("Association"). This agreement shall be effective beginning September 1, 2024, and shall expire at the conclusion of the 2024-2025 school year.

- I. The Everett Education Association and the Everett School District agree to the contractual changes for Section 10.04 below, and the equivalent changes to Section 10.05, for the 2024-25 school year.

SECTION 10.04 – COMPREHENSIVE EVALUATION FOR CLASSROOM TEACHERS

A. Self-assessment

The teacher completes a self-assessment of their performance under the instructional framework. Sharing the results of the self-assessment with the teacher's evaluator is optional.

B. Goal Setting

1. The purpose of student growth goals is to promote instructional practice that is culturally responsive, socially and emotionally literate, and inclusive of each and every student. Teachers shall design a student growth goal that measures student learning experiences based on the current needs of their students. Prior to October 15 (or as soon as practical for teachers hired after October 1), the teacher and evaluator shall discuss professional goals, student growth learning experiences and the projected timing of their student growth goals to be used for the year. This meeting may coincide with the previous year's summative evaluation meeting. The teacher shall identify and document a student growth goal for Components SG-3.1, SG-6.1 and SG-8.1 at a practical time for a unit of study, for example within a unit, lessons, or a project, in order to observe a student growth learning experience. The goal for SG-6.1 and SG-8.1 may be the same goal. Student growth goals shall align with the language in the rubric and be narrative in nature. Percentages could be used in discussions, but should not be used in rubric scoring. Goals may be revised when circumstances change or if the goals are inappropriate for the students being served. Teachers may have multiple opportunities to set and meet growth goals during the year. How achievement of the goal or growth is determined shall be a part of an ongoing discussion that begins with the setting of the goal.
2. For the 2024-25 school year, the "Student Growth Goals Template" is required to assist in structuring the conversation towards a student growth goal. Responses may be in narrative or bulleted form, and adjusted as needed during the course of the evaluation cycle. Implementation and reflection of one's responses informs the scoring of one's student growth goal, not the completion of the template. Thoughtful responses to the guide are encouraged in order to make the evaluation conversations efficient and productive. The final student growth goal should be ongoing through the evaluation cycle and shall be completed no later than May 10.