

Letter of Agreement
between
Highline Education Association
and
Highline School District

Professional Growth & Evaluation (PG&E) Cycles
Effective: School Year 2019-20

In recognition of ESSB 1139, passed during the 2019 legislative session, the Highline School District and Highline Education Association agree that for the duration of the current agreement, Section 19.7.A. of the Collective Bargaining Agreement will be revised as follows, extending the number of years a classroom teacher may remain on the Focused cycle of PG&E from three to five. The parties intend to include this revision in the CBA when a successor agreement is negotiated.

Section 19.7. Focused Evaluation:

A. Description

The Focused Evaluation Option focuses on improvement of teaching skills, content knowledge, techniques, and abilities. If a non-provisional teacher has scored at Proficient or higher the previous year, they are eligible to be evaluated using the Focused option. The teacher can stay on the Focused cycle for ~~three (3)~~ five (5) years before returning to the Comprehensive Evaluation.

The teacher or the evaluator can initiate a move from the Focused to the Comprehensive Evaluation. If an evaluator initiates a move from Focused to Comprehensive after October 1, it is required that he or she first conduct a full observation cycle, consistent with Section 19.6.B.iv., including a post-observation conference with the teacher. Subsequent to this observation cycle, the evaluator's decision to move the teacher to the Comprehensive Cycle must be communicated in writing to the teacher prior to December 15. A teacher may elect to move from Focused to Comprehensive at any time prior to February 15 by communicating this decision in writing to his or her evaluator. Any previous observations and artifacts will be applicable toward the Comprehensive evaluation, but the Comprehensive Cycle procedures would apply subsequent to this notification.



Steve Grubb
Chief Talent Officer
Highline School District

6/5/19
Date



Sue McCabe
President
Highline Education Association

6/5/19
Date