

MEMORANDUM OF UNDERSTANDING

Teacher Evaluation Pilot Program

This Memorandum of Understanding (“MOU”) is entered into on this _____ day of _____, 2009, by and between Unified School District No. 259, Sedgwick County, Kansas (“District”) and the United Teachers of Wichita (“UTW”).

Recitals

WHEREAS, the District and UTW negotiations teams have entered into a tentative agreement (“Tentative Agreement”) that is subject to ratification by the Board of Education and by the bargaining unit of UTW that addresses working conditions and other matters for the 2009-2011 school years under authority of K.S.A.72-5401; and

WHEREAS, pursuant to a Memorandum of Understanding between the District and UTW, the District and UTW developed a pilot teacher evaluation program (the “Pilot Program”) during the 2008-2009 school year; and

WHEREAS, the District and UTW desire to implement the Pilot Program for the 2009-2010 and 2010-2011 school years,

NOW, THEREFORE, the District and UTW agree as follows:

1. **Committee.** UTW and the District agree to establish a committee (the “Teacher Evaluation Pilot Committee”) whose function shall be to monitor, review and access the Pilot Program and to bring recommendations to the negotiations teams for the 2011-2012 negotiations sessions recommendation concerning the continued implementation of an evaluation system for District teachers.

2. **Membership.** The Superintendent shall appoint six (6) members to the Teacher Evaluation Pilot Committee and UTW shall appoint six (6) members to the Teacher Evaluation Pilot Committee. Such appointments shall be made on or before October 9, 2009.

3. **Chair.** The Teacher Evaluation Pilot Committee shall be chaired by two (2) co-chairs. One shall be appointed by the Superintendent and one shall be appointed by the UTW president.

4. **Pilot Program in 2009-2010 School Year.** The Pilot Program is attached hereto as Attachment “A”. The Pilot Program will be implemented, used and applied in the 2009-2010 school year. In the 2009-2010 school year, all new teachers to the District will participate in the modified peer consultant process and self-assessment, volunteer schools with teacher volunteers will participate in the pilot full evaluation system, and teacher volunteers and all new teachers will participate in the Professional Growth Plan (“PGP”). New teachers to the District and

teacher volunteers participating in the Pilot Program will not be subject to Article 15 of the 2009-2011 Teacher Employment Agreement for the 2009-2010 school year.

5. Pilot Program in 2010-2011 School Year. In the 2010-2011 school year, all new teachers to the District will participate in the modified peer consultant process and self-assessment, one-third (1/3) of all teachers at each school will be randomly selected to participate in the pilot full evaluation system, and all teachers will participate in the PGP and self-assessment. New teachers to the District and the teachers randomly selected to participate in the full evaluation system will not be subject to Article 15 of the 2009-2011 Teacher Employment Agreement for the 2010-2011 school year.

6. Reporting. The Teacher Evaluation Pilot Committee shall provide a preliminary report by December 15, 2010, and a final report by February 15, 2011, that address the Pilot Program and address the continued implementation of an evaluation system that will apply to all teachers.

7. Term. The term of this MOU shall commence on the date the Teacher Employment Agreement for the 2009-2011 school years is ratified by the Board of Education and by teachers. This MOU shall terminate on June 30, 2011.

IN WITNESS WHEREOF, the parties hereto have executed this MOU as of the date first above written.

Unified School District No. 259
Thomas R. Powell, Chief Negotiator

United Teachers of Wichita
Larry Landwehr, President