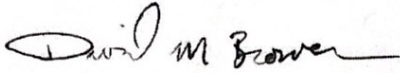
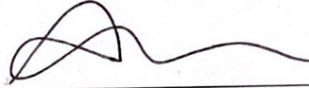


The parties agree that a small team made of FWPS and FWEA representatives will meet and discuss ideas for effective evidence during this time.



\_\_\_\_\_  
David M. Brower, Chief HR Officer

\_\_\_\_\_  
April 15, 2020  
Dated



\_\_\_\_\_  
Shannon McCann, FWEA President

\_\_\_\_\_  
April 20, 2020  
Dated

**Letter of Agreement**  
**Between**  
**Federal Way Public Schools**  
**And**  
**Federal Way Education Association**  
**April 15, 2020**

The parties agree to the following:

FWPS and FWEA understand that due to the COVID-19 closure during the 2019-2020 school year, which began March 16, 2020, the evaluation cycle as described in Article 5.2 of our Collective Bargaining Agreement (CBA) was not completed. We also recognize that teachers and administrators have done significant work regarding improvement of practice.

The parties agree that evaluation will still occur for the 2019-2020 school year, based on evidence gathered prior to closure and evidence gathered during time of remote instruction, as described below. Student growth goals will not be figured into this year's evaluations but could be shared as a celebration.

In order to honor the work done prior to the closure, FWEA staff who are in one of the categories below will receive a summative score based on evidence gathered and will move to the next step of the evaluation rotation. A year end conference would not be held, and the mid-year evaluation would be used as the summative evaluation.

1. On focus evaluation this year (noting that given the new extended time on focus, everyone on focus would continue on focus next year)
2. On comprehensive and scoring proficient or distinguished
3. Provisional and scoring basic or better overall

Provisional staff that had two (2) or more criteria scoring unsatisfactory, based on evidence gathered prior to closure, could still have evidence gathered and submitted during this time of remote instruction, and if they end the year still trending unsatisfactory, they may be subject to non-renewal. A summative conference would be held, remotely if necessary, to inform them that the district is recommending non-renewal.

Continuing staff who are on comprehensive evaluation this year and who were scoring basic overall before closure could also have evidence gathered and submitted, during this time of remote instruction. If they end the year scoring basic overall, they would continue comprehensive next year, consistent with the parameters in Section 5.3 and 5.6 of our CBA. A summative conference will be held by the end of the school year, remotely if necessary, to discuss areas of growth for next year.