

### MOA: Three Year Evaluation Cycle

This Memorandum of Agreement ("MOA") between the Board of Education of DuPage High School District No. 88, DuPage County ("Board"), and the DuPage District 88 Council, Local 571, American Federation of Teachers ("Union") is made and entered on February 7, 2022, and shall be subject to the terms and provision of the Collective Bargaining Agreement ("CBA") and the *Certified Staff Evaluation Plan* between the parties regarding Public Act 102-252, which allows for the Teacher Evaluation Cycle to move from two (2) years to three (3) years.

The District 88 PERA Joint Committee met, and in accordance with Article 24, Employment of Teachers- Tenure- Duties of Teachers, of the *Illinois School Code*, Public Act 102-252, and the District 88 *Certified Staff Evaluation Plan*, the following modifications will be made:

1. Tenured Teachers who received a rating of "excellent" or "proficient" in the 2020-2021 or 2021-2022 School Years will be "evaluated at least once in the course of the three school years after the receipt of the rating."
2. An "implementation [of] an informal teacher evaluation plan established by agency rule and by agreement of the PERA Joint Committee to ensure that Teachers are informally observed at least once in the course of the two (2) school years after receipt of the rating."
3. A three (3)-year-cycle for a tenured Teacher who earns an "excellent" or "proficient" rating would be the following:
  - a. Evaluation Year: one (1) initial conference, one (1) midpoint conference, one (1) formal\* observation from the department head, one (1) formal observation from the administrator, one (1) informal\*\* observation, and (1) summative evaluation.
  - b. Year One: No observations.
  - c. Year Two: one (1) informal observation and post-conference.
  - d. Year Three: one (1) initial conference, one (1) midpoint conference, one (1) formal\* observation from the department head, one (1) formal observation from the administrator, and (1) summative evaluation.

2021-2022	2022-2023	2023-2024	2024-2025
Tenured Teacher receives an excellent or proficient rating.	No observation	1 informal observation (Administrator)	1 formal observation (Dept. Head) 1 formal observation (Administrator) All other components of the evaluation process as described in 3.d. above.

4. Teachers who earned an “excellent” or “proficient” rating in 2020-2021 and are not a part of the voluntary pilot as defined in #6 below, would be evaluated using the following chart:

2020-2021	2021-2022	2022-2023	2023-2024
Tenured Teacher receives an excellent or proficient rating.	No observation	1 informal observation (Administrator)	1 formal observation (Dept. Head) 1 formal observation (Administrator) All other components of the evaluation process as described in 3.d. above.

5. Tenured teachers who receive a rating of “needs improvement” or “unsatisfactory” must be evaluated in the school year following the receipt of such rating and follow all procedures in the *Certified Staff Evaluation Plan*.
6. Tenured Teachers who earned an “excellent” rating during the 2020-2021 or 2021-2022 school year, may volunteer to go through a full-evaluation cycle during the 2022-2023 School Year. This would include one (1) initial conference, one (1) midpoint conference, one (1) formal\* observation from the department head, one (1) formal observation from the administrator, one (1) informal observation, and (1) summative evaluation. However, the Teacher would automatically earn an “excellent” rating for being evaluated a year early.
- There will be a cap of thirty-eight (38) tenured Teachers per building who can volunteer for this cycle. Therefore, 20 Teachers from the 2020-2021 SY and 18 Teachers from the 2021-2022 SY per building will be able to volunteer. These numbers are based on the number of tenured Teachers evaluated each of those years, which is about one-third of those evaluated each year.
  - Seniority (years of service in the District) will take precedence in determining the cap.
  - If a tenured Teacher would like to volunteer to be in this pilot, then they must notify the building principal by May 2, 2022. The building principal will then respond to the Teacher by May 31, 2022.

2022-2023	2023-2024	2024-2025	2025-2026
Tenured Teacher receives an excellent rating in 2020-21 or 2021-22	No observation	1 informal observation (Administrator)	1 formal observation (Dept. Head) 1 formal

after going through a full-cycle as determined by the <i>Certified Staff Evaluation Plan</i> .			observation (Administrator) All other components of the evaluation process as described in 3.d. above.
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7. Non-tenured Teachers will be evaluated as determined under the *Certified Staff Evaluation Plan*. Therefore, there will be no changes in their evaluation process.
8. All PERA student growth components will remain intact per the *Certified Staff Evaluation Plan* unless a change in legislation can be negotiated.

\*Formal observations will include the pre-conference, observation, and post-conference.

\*\*Informal observations will include the observation and the post-conference.

This MOA has been duly approved by each of the parties, and has been executed by authorized representatives of the Union and the Board.

DuPage District 88 Council, Local 571, American Federation of Teachers

By: 

Date: 2/7/2022

Union President or Designee

Board of Education of DuPage High School District No. 88, DuPage County

By: 

Date: 2/7/22

Board President or Designee