LETTER OF AGREEMENT
between CLOVER PARK EDUCATION ASSOCIATION
and CLOVER PARK SCHOOL DISTRICT
concerning TPEP Implementation Plan

All certificated classroom teachers, as defined in WAC 392-191A-030, will be moved to the Washington State- Danielson evaluation system beginning in the 2013-14 school year. Approximately 25% of non-provisional classroom teachers will be evaluated per year using the Comprehensive evaluation system. All classroom teachers must be evaluated on the Comprehensive system by the completion of the 2016-17 school year.

Classroom teachers who will be evaluated using the Comprehensive evaluation system will be as follows, based on the current number of classroom teachers:

1. All provisional classroom teachers and any classroom teachers who have received an overall rating of Unsatisfactory on their annual evaluation.
2. Cohorts A and D are defined below.
3. Cohorts B and C will be comprised of 50% of the remaining non provisional classroom teachers in each building not previously evaluated on a Comprehensive evaluation (e.g., Cohorts A & D).
4. Non-provisional classroom teachers may volunteer for Cohort B on a first-come, first-served basis.
5. Should additional non-provisional classroom teachers be needed to reach 50%, reverse seniority based on years of Washington state service will be used.
6. Classroom teachers will be notified of their Cohort by the last day of school.
7. Exceptions to the above procedure will be based on observed and documented performance deficiencies. A written explanation will be provided to the employee.

The 2013-14 classroom teachers on Comprehensive became Cohort A. Cohort D, comprised of all 2012-13 classroom teachers who piloted the Comprehensive evaluation, will be on Comprehensive for the 2016-17 school year. Any classroom teachers not on Comprehensive will be placed on Focused evaluation.

Comprehensive Evaluation Cohort Chart				
2012-13	2013-14	2014-15	2015-16	2016-17
D	A	B	C	D

This letter of agreement will expire on August 31, 2016.

5/14/14
For the Association Date
Myra Johnson, CPEA President

Lori McStay 5/14/14
For the District, Date
Lori McStay, Executive Director for HR