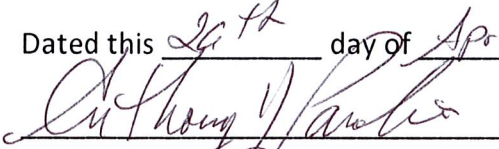


**Memorandum of Understanding
Related to Educator Evaluations for 2019-2020**

The Haverhill Public Schools and Haverhill Education Association recognize that the existing supervision and evaluation tools were not designed for this period of school closure that requires remote learning. We recognize that remote learning stretches our thinking and challenges all of us to find new ways of engaging in the teaching and learning process. We acknowledge that the demands placed on HPS staff will be challenging; therefore, we agree that:

- a. All educators with Professional Teaching Status who are due to receive a formative or summative assessment report in the 2019-2020 school year who do not have a pre-existing Directed Growth Plan or Improvement Plan will be considered "proficient" in all standards and overall unless an administrator had documented ongoing concerns that arose prior to March 13, 2020. Evaluators shall meet with those educators in the beginning of the 2020-21 school year to review the evaluation and discuss what is expected for the rest of the educator's plan.
- b. All educators with Directed Growth Plans (DGP), Improvement Plans (IP) will have their progress reviewed individually by their evaluator prior to May 15, 2020. Each educator will receive a written summary of this review. If the supervisor had sufficient evidence/information to find the member proficient prior to the March 13, 2020 closure, the staff member will be considered proficient. Staff who are considered "proficient" will not be required to complete evidence submission. If the supervisor had sufficient evidence/information to find the member to be failing to meet the expectations of the DGP or IP prior to the March 13, 2020, next steps noted in the DGP or IP may be taken according to the contract. If the supervisor had insufficient evidence/information to make a rating determination about proficiency prior to the March 13, 2020 closure, the staff member shall start that plan over in the beginning of the 2020-21 school year.
- c. For the 2019-2020 school year, non-professional teacher status educators due to receive a summative evaluation report shall be rated proficient unless an administrator had documented ongoing concerns that arose prior to March 13, 2020. According to MGL Chapter 71 Section 41 a teacher without professional teacher status shall be notified in writing on or before June fifteenth whenever such person is not to be employed for the following school year. Unless such notice is given as provided by law, a teacher without such status shall be deemed to be appointed for the following school year.

Dated this 21st day of April, 2020



Anthony J. Parolisi
President, Haverhill Education Association



Margaret Marotta
Superintendent, Haverhill Public Schools