

Memorandum of Agreement

The Southwick-Tolland-Granville Regional School District (hereinafter referred to as the "District") and the Southwick-Tolland-Granville Education Association, Inc. (hereinafter referred to as the "Association") hereby agree to the following terms, conditions, and understandings:

1. As a result of the unexpected Coronavirus Disease 2019 pandemic, teacher evaluations for the 2020/2021 academic year will be modified.
2. All teachers with Professional Teaching Status will write a student learning goal and a professional practice goal that supports their students' growth and their professional growth with respect to their teaching model (remote, hybrid, in-person/potential for remote).

The evaluation for teachers with Professional Teaching Status will be based on making progress towards goal completion and artifacts will be required only for goals. Narratives under the four elements will not be required. Teachers with Professional Teaching status that make effective progress toward goal completion will receive the same final evaluation rating as was issued for the 2019/2020 academic year.

Modified Timeline:

- a. Goals will be due on November 15, 2020
 - b. Goal approval by December 1, 2020
 - c. Artifacts submission due by May 1, 2021
 - d. Summative Evaluations will be completed by June 15, 2021
3. All teachers who do not have Professional Teaching Status will follow the District agreed upon evaluation, with modified timelines.
 - a. Goals will be due on Nov. 15, 2020
 - b. Goal approval by December 1, 2020
 - c. Initial observation for first year teachers will be completed by Dec. 15, 2020
 - d. Formative Evaluations will be completed by February 26, 2021
 - e. Artifact submission due by May 1, 2021
 - f. Remainder of observations will be completed by May 15, 2021
 - g. Summative Evaluations will be completed by June 1, 2021
 4. This Addendum shall be attached to the parties' Agreement dated August 25, 2019 to August 24, 2022.
 5. There are no other understandings, either verbal or written, between the parties to this Agreement.
 6. This Agreement may not be amended, except through a signed written agreement between the parties hereto.

For the Southwick-Tolland-Granville
Regional School Committee:

For the Southwick-Tolland-Granville
Education Association, Inc.

Jeffrey Houle, Chairperson

Emma Rood, President

Jennifer Willard, Superintendent

Dave Hendrickson, Vice President

11-6-2020

Date

11/5/20

Date