July 16, 2015

LAUSD-AALA MEMORANDUM OF UNDERSTANDING CONCERNING EDUCATOR DEVELOPMENT AND SUPPORT: SCHOOL LEADERS, 2015-16

The Los Angeles Unified School District ("the District") and the Associated Administrators of Los Angeles ("AALA") have agreed upon the following matters with respect to Educator Development and Support: School Leaders Program ("the Program," "EDS" or "the EDS Program"):

I. Program Intentions and Expected Outcomes:

A. This MOU relates to the 2015-16 full implementation (for Principals) of the EDS Program, as anticipated in the parties' 2014-15 MOU on this subject, subject to close monitoring and continued discussion, feedback and review throughout the school year, by both the District and AALA (see Section VI below). The implementation will involve those Principals whose performance is scheduled for evaluation, and their respective supervising Directors as evaluators. The participating Principals will include regular K-12, Options Schools and Early Education. The evaluation of Adult Education Principals, K-12 Assistant Principals, Directors and other non-school based administrators under the new system will be deferred for the time being, although it is understood that the future EDS cycle for those deferred categories will be strongly influenced by the experience gained by the Principals.

B. The 2015-16 Program consists of a number of revised and improved practice protocols arising out of the prior years' pilot program experience and extensive feedback from participants. The only change to the LAUSD-AALA Agreement is set forth in Section V of this MOU below, dealing with the new final evaluation rating levels applicable to those participants identified as included above. The LAUSD-AALA Agreement shall remain in full force and effect, as so amended, and enforceable pursuant to the terms of Articles VII and VIII thereof.

II. Program Elements:

A. Evaluation processes will continue to include:

- Growth Planning
- Observation of Practice
- Evidence Collection
- Reflection
- Feedback
- Formative & Summative Ratings

B. Focus Elements: The Program will continue to be based upon District-adopted performance standards (the School Leadership Framework, "SLF"), and will be subject to the continued right of AALA to consult regarding its content. Based upon pilot program experience and review, the SLF focus elements within the 2015-16 EDS cycle will be

reduced from seven to a maximum of five for purposes of growth planning and establishment of individual performance objectives. The focus elements shall include:

- Three elements to be identified by the District on a District-wide basis; and
- One or two additional focus elements intended to be reflective of the Principal's needs and level of experience, and to be cooperatively established by the Principal and Director (pursuant to Art. VII, Sec. 2.0).

C. Performance measures will continue to include:

- Observation of Practice
- Deliberate Practice
- Contribution to Student Outcomes
- Staff Feedback Surveys

D. The District's current Final Evaluation Reports, reflecting the above performance measures, are attached hereto for reference.

III. Improvements to Observation Protocols:

A. For 2015-16, the EDS cycle is to be based upon one continuous, flexible observation of practice and evidence-collection process, rather than the previous distinction between formal and informal visits. Visits will usually be cooperatively scheduled and planned by the Principal and Director to meet a particular focus and to discuss potential related evidence, but unplanned and unscheduled visits may also occur at the discretion of the Director.

B. The EDS cycle will not have a uniform number, frequency or duration of visits.

C. As before, individual visits will not be scored or assigned a rating level. Visits provide an opportunity for the Principal to receive comments and feedback to support their professional growth.

D. The observation of practice process will include one interim formative rating as to the performance of each of the identified focus elements, to provide feedback and comments regarding progress and additional opportunities for evidence collection. Such formative ratings may occur, by element, over a period of time based on the individual needs of the Principal. Such ratings are not determinative of the final observation of practice ratings.

E. The District is committed to a shared and ongoing evidence collection process between the Principal and the Director, so that there is reasonable distribution of responsibility.

F. The experience with the above (and other) observation protocols will be the subject of continued review, feedback and discussion between the District and AALA, in a joint continuous improvement process (see Section VI of this MOU below).

IV. Improvements to Training and Computer Platform:

A. The District will continue its practice of conducting EDS training for school site administrators during regular hours within the assignment basis, on days other than student attendance days. Training outside of such times will be compensated at the employee's regular rate.

B. The District will continue its concentrated efforts to improve training and support for the EDS program, and to support and simplify the website platform and tools, based on site administrator feedback and technological improvements.

C. The computer platform and the training are to be based upon the performance standards of the School Leadership Framework.

V. Evaluation Ratings:

A. Article VII is to be amended to provide that any performance ratings utilized under the EDS Program whether formative or summative, and including the final overall evaluation ratings, are to utilize the four-level ratings of "Highly Effective," "Effective," "Developing" and "Ineffective." Classifications not yet participating in the EDS Program (see Section I-A above) will continue to utilize the previous two-level ratings.

B. For all contractual purposes, a final overall performance rating of "Ineffective" shall be deemed to have the same contractual consequences and impacts as the previous overall rating of "Below Standard."

C. In the determination of evaluation ratings of the Principal, the Director may use discretion in the utilization of data sources and consideration of special circumstances.

VI. Program Monitoring, Review and Continued Development:

A. AALA and the District's designated point of contact will continue to schedule and conduct regular meetings at least monthly (unless agreed otherwise), and more frequently as needed, to review, discuss and promptly address any issues, concerns, questions or suggestions from AALA or its members relating to the operations, monitoring and program evaluation for the Program and its progress. Those meetings shall also be available to identify, review and discuss any concerns arising under the EDS implementation and the administration of this MOU. The general subject of performance evaluation shall thereby held open for that purpose.

B. The District and AALA are to form a Joint Sub-Committee to participate, along with representatives of UTLA, to review and discuss the overall LAUSD certificated performance evaluation program and practices, PAR, NBC support, the Mentor program, and to make advisory recommendations to the bargaining teams relating thereto.

This MOU may be amended only by written agreement of both parties.

Los Angeles Unified School District

By: _____

Date: 7/16/15

Associated Administrators of Los Angeles

By: _____

Date: 16 JUL 15