Letter of Understanding between

Kent Intermediate Education Association (KIEA)
and
Kent Intermediate School District (Kent ISD)

The parties previously reached ratification of the 2024-2027 multi-year collective bargaining agreement currently in effect. The parties agreed as part of that negotiation to work collaboratively on the development of student growth criteria as required under MCL 380.1249 for teachers of record.

The 5D+ framework represents the professional practices aspect of the teacher's evaluation which is currently determined by law to be 80% of the instructor's evaluation. A work group representing instructors from center programs (serving students receiving special education services) and the administration met multiple times over the course of the 2024-25 and 2025-26 school years to address this matter for all teachers within center programs, beginning with the 2026-27 school year. Based on that collaborative process, the parties agree that the remaining 20% of a teacher's evaluation will be based on the following:

The 20% student growth must be focused on long-term academic and instructional goals that support student learning and outcomes. The team agreed that if all instructors can demonstrate their efforts and contributions toward identified priority indicators within the High Quality Program Guide (HQPG) for Center Programs, student growth and academic performance will reach and remain at quality program levels. The three tiers of priority indicators from the HQPG are:

- Foundational Indicators
- Instructional Precision & Data Indicators
- Agency & Advocacy Indicators

The assigned building administrator(s) will review and consult with the instructor about the proposed Growth Plan, which includes the growth goal portion for the 20%. Growth plans are expected to be finalized no later than the end of October. The instructor will have the opportunity to share and review the respective progress, contributions and efforts made toward the growth goal, and will provide an overall summary of student progress (based on quarterly student progress reporting) prior to the year-end summative evaluation.

The Parties enter into this LOU for center program instructors working in a teacher of record assignment only. It is understood and agreed that there may be additions and/or adjustments made to these student growth indicators and criteria in future years, subject to mutual agreement of the parties.

Consistent with Appendix B (Additional Personnel Provisions and Procedures Pertaining Only to Classroom Teachers) of the master agreement between the parties, any alleged contract violation pertaining to teacher evaluation is not subject to grievance or arbitration, except as allowed by law.

This letter of understanding does not alter, modify or nullify any aspect of the collective bargaining agreement between the parties, but instead completes that specific previously unresolved aspect of the prior negotiations that was delayed to allow this collaborative work to occur.

For the Kent ISD	date	For the Association	3/17/26 date