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## BOARD AGENDA ITEM

Information/Discussion \_\_\_\_\_

Future Action \_\_\_\_\_

Action   X  

Item: Teacher of Record Student Growth Criteria – Center Programs

Submitted by: Dave Rodgers

Date:   April 16, 2026  

Recommended by: Dave Rodgers

Board Meeting Date:   April 20, 2026  

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**RECOMMENDATION:** It is recommended that the Board approve the Letter of Understanding that establishes the mutual agreement between the administration and Association regarding revised statutory requirements pertaining to the 20% student growth criteria of a teacher of record’s performance evaluation within Center Programs.

**BACKGROUND:**

You may recall a similar memo in July 2025 that pertained to MySchool@ Kent and KCTC. We have already negotiated the student growth criteria for teachers working within those respective programs. However, we have intentionally taken some additional time to reach agreement for how student growth will be measured for teachers working within center programs.

Under RSC 1249, this is a mandatory subject of bargaining requiring the parties to seek mutual agreement. Therefore, a collaborative group of instructors, principals, program leaders, union representation and Human Resources met over the past 12-16 months. The process was deliberately delayed into 2025-26 given the relevance of some ongoing parallel work-in-progress occurring within the Student Services team. That team developed a High-Quality Programming Guide for Center Programs that has become very pertinent to the conversations about instructional practices that support student growth and desired outcomes.

Through their collective collaboration over multiple meetings spanning several months, the team has established meaningful criteria that supports the ongoing development of teacher professional practices while also creating alignment to the continuous improvement efforts of the respective schools. We commend the professionalism of all staff who were involved with these meetings.