

LETTER OF AGREEMENT
Between
Whiteford Agricultural Schools
and the
Whiteford Education Association/MEA-NEA

This Letter of Agreement is entered into this 30th day of September, 2024, by and between Whiteford Agricultural Schools, referred to as the "School District" and Whiteford Education Association, referred to as the "Association".

In consideration of the mutual covenants hereinafter set forth, the School District and the Association hereby agree to the following:

In keeping accord with the understanding between the parties, it is understood that Legislation requires that 20 percent of teacher and administrator evaluations be based on student growth and assessment data. Schools, districts, ISDs, and PSAs using educator evaluation as a continual improvement process are encouraged to define student growth and assessment data goals over two or more points in time (Castellano and Ho, 2013). For the 2024-2025 school year, 5D+ Student Growth Measures will be based on the following terms and details outlined in the 5D+ Teacher Evaluation Handbook 24-25 in determining the 20 percent student growth measure:

TK	SLO (10%)	SLO (10%)
KG-2nd	MDE Early Lit/Math (10%)	SLO (10%)
3rd-7th R/M	NWEA (10%)	SLO (10%)
8th R/M	SLO (10%)	SLO (10%)
9th-11th R/M	PSAT/SAT (10%)	SLO (10%)
12th R/M	SLO (10%)	SLO (10%)
7th-11th SS/Sci	SLO (10%)	SLO (10%)
All Others	SLO (10%)	SLO (10%)
Non Instructional	Student Growth Measure Reflection (20%)	

With regards to Student Learning Objectives (SLOs), teachers will complete the Student Learning Objectives Template (attached) that outlines details of the SLO that will assist in the developing and approving of SLOs. Non Instructional staff will complete the Student Growth Measure Reflection (attached) to represent student growth.

Both parties also agree that this Agreement shall not be deemed a precedent or past practice for purposes of the labor relations between the parties. This letter of agreement will expire on June 30, 2025 and will be subject to future contract negotiations.

Whiteford Agricultural Schools

By:  _____

Date: 10/8/24

Whiteford Education Association/MEA-NEA

By:  _____

Date: Oct 8, 2024

Student Learning Objectives Template

Name of Teacher: _____

Content Area: _____ Grade Level(s): _____ Academic Year: _____

- Type of SLO:
- Class-Level: Includes all students in a particular class.
 - Course-Level: Includes all students in a particular course.
 - Targeted: Includes a specific group or groups of students in a class or course.
 - Multi-Course: Includes specific students throughout classes or grade levels.

Interval of Instruction: ____ Year ____ Semester ____ Other: _____

1. Student Population:

Identify the students included in the SLO. Describe the characteristics of the student population, including how many students are general education, special needs, 504 plans, ESL, etc.

2. Learning Standards:

What are the essential standards connected to the learning content of the SLO?

3. Baseline Data/Growth Targets:

Attach the Student Growth Measure Spreadsheet with scores and calculated growth targets.

4. Assessment:

Attach the assessment and answer key, scoring guides and/or rubrics for all assessment items. Please make sure essential standards are marked for each question.

Principal Comments: ____ Approved ____ Modifications Required (See Notes On Back)

Principal Signature: _____ Date: _____

5. How did you support students during/regarding their Tier 1, 2, and/or 3 instruction? (What processes/procedures do you have in place to support student learning? How/when do you meet with students? What supports/resources do you offer?)

6. Overall, how effective do you think you were this year? Why

Attach documentation that would support student achievement.