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Approval of Memorandum of Understanding Regarding the Evaluation Process and Removal of Student Growth

Purpose

To present the Board of Education with a Memorandum of Understanding (MOU) regarding the district's certified evaluation process, specifically concerning the permanent removal of the student growth component from teacher evaluations starting in the 2026-2027 school year. This item summarizes the extensive work behind this operational transition and requests formal board approval of the final agreement.

Background and Information

The modifications detailed in this MOU are the direct result of a comprehensive, collaborative effort with the PERA Joint Committee. Recognizing that true structural refinement takes time, committee members engaged in multiple data-driven meetings spanning many months to review the current framework and recommend updates to better align with district goals.

By grounding our evaluation protocols entirely on professional practice as defined by the Danielson Framework or our specific professional rubrics, we establish a more reliable, consistent, and supportive operational environment for our instructional staff. This transition streamlines our administrative procedures and ensures our framework remains process-driven and predictable.

Key Provisions in the MOU

The final agreement, reached between the Board of Education and the Streator Education Association, outlines the following structural adjustments.

- Effective with the 2026-2027 school year, the use of student growth data will no longer be factored as a required percentage of a teacher's overall summative rating.
- The evaluation of all certified staff members shall be based entirely on professional practice rubrics, and all outdated PERA requirements will be struck from the Board/Staff Evaluation Handbook.
- These updated protocols will be reflected in the updated Evaluation Handbook and formally incorporated into the current Collective Bargaining Agreement.

Acknowledgments and Next Steps

An administrative shift of this magnitude is only successful when built on a foundation of mutual respect and clear communication. We want to extend our sincere appreciation to the Streator Education Association for their consistent open dialogue, professional collaboration, and shared commitment to our staff throughout this months-long process. We look forward to our continued work together as we implement these improved systems.

Administrative Recommendation

The administration recommends that the Board of Education formally approve the Memorandum of Understanding between the Streator Elementary School District #44 Board of Education and the Streator Education Association regarding the Evaluation Process and Removal of Student Growth as presented.