



MEMORANDUM OF UNDERSTANDING

BETWEEN THE STREATOR ELEMENTARY SCHOOL DISTRICT #44 BOARD OF EDUCATION

AND THE STREATOR EDUCATION ASSOCIATION

RE: Evaluation Process and Removal of Student Growth

WHEREAS, the Board of Education of Streator Elementary School District #44 ("Board") and the Streator Education Association ("Association") recognize the importance of maintaining an evaluation system that accurately reflects professional practice and instructional excellence; and

WHEREAS, the PERA Joint Committee has met to review the current evaluation framework and has recommended updates to the evaluation process to better align with District goals and state-permissible modifications; and

WHEREAS, the parties desire to streamline the evaluation process by removing the student growth component and transitioning to the updated process recommended by the PERA Joint Committee;

NOW, THEREFORE, IT IS HEREBY AGREED by and between the Board and the Association as follows:

1. Removal of Student Growth: Effective with the 2026-2027 school year, the use of student growth data (formerly required as a percentage of the overall summative rating) shall be removed from the teacher evaluation process.
2. Evaluation Framework: The evaluation of all certified staff members shall be based entirely on professional practice as defined by the Danielson Framework or the specific professional rubrics adopted by the District.
3. Adoption of PERA Joint Committee Recommendations: The District shall implement the updated evaluation process and protocols as developed and recommended by the PERA Joint Committee. This updated process shall be reflected in the updated Evaluation Handbook.
4. Handbook Alignment: All references to student growth and outdated PERA requirements in the Board/Staff Evaluation Handbook shall be struck or amended to reflect this agreement.
5. Effect of Agreement: This MOU shall be incorporated into the current Collective Bargaining Agreement and shall remain in effect unless modified by the mutual written agreement of both parties during future contract negotiations.
6. Conflict with CBA: In the event of any conflict between the terms of this MOU and the existing language of the CBA regarding evaluations, the terms of this MOU shall prevail.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Understanding this ____ day of ____, 2026.

FOR THE BOARD OF EDUCATION: _____

President, Board of Education

FOR THE ASSOCIATION: _____

President, Streator Education Association