



MEMORANDUM of UNDERSTANDING

2020-2021 Value-Added Measures (VAM) for Instructional Employee Evaluation

Hillsborough County Public Schools and Hillsborough Classroom Teachers Association agree that current collectively bargained practices for staff evaluations shall apply for the 2020-2021 school year only. Additionally, the parties agree to the following for the 2020-2021 school year specifically regarding the requirement by the Florida Department of Education that a portion of an instructional employee's evaluation be based on measures of student learning:

Rostered Classroom Teachers:

For the 2020-2021 school year only, the district, in collaboration with the district's VAM partner, Education Analytics, will calculate multiple VAM scores for each teacher based on the individual assessments the teacher's students will take and will use the highest available score for the teacher's VAM score. Instead of aggregating all available VAM data into one score, the district will analyze each individual VAM score by assessment for an individual teacher and select the highest score to be the teacher's VAM score for the year. This single-year score will not be averaged with past year's scores and will be a stand-alone score for the 2020-2021 school year.

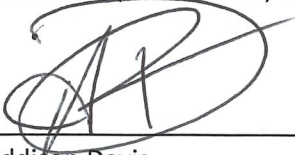
Additionally, only students who have roster eligibility for a teacher will be included in this year's VAM calculations for a teacher. To have roster eligibility, a student must have been on a teacher's roster for both FTE Survey periods within a semester (both Surveys 2 and 6 for Semester 1 eligibility, and both Survey 3 and 8 for Semester 2 eligibility).

For a teacher who teaches courses not assessed this year (such as art, music, PE, etc.), any available assessments their rostered students took will be used. The highest of these various scores would be used as the teacher's VAM.

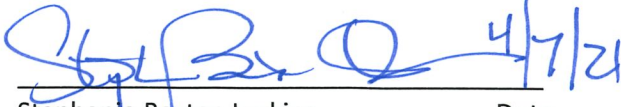
Schoolwide (Non-Rostered) Instructional Employees:

For the 2020-2021 school year only, the district, in collaboration with our VAM partner, Education Analytics, will calculate multiple VAM scores for the schoolwide score, and use the highest available score. Scores will be calculated for each assessment given in the school to students with roster eligibility, and the highest score will be used as the schoolwide score. This single-year score will not be averaged with past year's scores and will be a stand-alone score for the 2020-2021 school year.

In the event that the Florida Department of Education waives the requirement for student learning measures to be included in instructional employee evaluation, the parties agree that the Written Evaluation (rubric score) will be scaled up to be the entirety of the evaluation for instructional employees.



Addison Davis
Superintendent
Hillsborough County Public Schools
4/7/21
Date



Stephanie Baxter-Jenkins
Chief Negotiator
Hillsborough Classroom Teachers Association
4/7/21
Date