

Letter of Agreement
Board of Education Buchanan Community Schools
and
Buchanan 5C Education Association, MEA/NEA

Teacher Evaluation

This Agreement is between the Board of Education of the Buchanan Community Schools (Board) and the Buchanan 5C Education Association, MEA/NEA (Association) and collectively (the Parties).

Recitals

- A. Revised School Code Section 1249 addresses teacher evaluation and was amended, effective July 1, 2024. See MCL 380.1249 as amended by 2023 PA 224.
- B. Amended Section 1249, in part, states that:
 - 1. “Student growth, assessment data, and student learning objectives must be measured using metrics agreed upon through collective bargaining, if applicable.” (Section (1)(c)).
 - 2. “The student growth and assessment data or student learning objectives metrics must be collectively bargained, if applicable, as determined under subsection (1)(c).” (Section (2)(a)(i)).
- C. Adopted June 10, 2024, Board Policy 4403-R (Performance Evaluation) reflects the legal standards stated in amended Section 1249. See attached Board Policy 4403-R, incorporated by reference.

Agreement

- 1. Board Policy 4403-R does not conflict with any applicable provisions of the Parties’ current collective bargaining agreement, which was ratified by the Board on June 10, 2024, and is effective through June 30, 2027.
- 2. The Board will use “The Thoughtful Classroom” evaluation tool to conduct teacher evaluations and to measure teacher effectiveness based on established standards and in accordance with Board Policy 4403-R.
- 3. Twenty percent (20%) of the teacher’s year-end evaluation will be based on student growth and assessment data or student learning objectives metrics. To

measure student growth, the following assessments will be used at the specified grade levels:

- A. Kindergarten through Grade 2: DIBELS (Dynamic Indicators of Basic Early Literacy Skills) and NWEA (Northwest Evaluation Association) assessments will be used to measure literacy and overall academic growth.
 - B. Grades 3-7: The NWEA and MSTEP assessments will measure academic growth across various subjects.
 - C. Grades 8-12: The SAT and Student Learning Objectives (SLOs) will be the assessment tools to measure student growth and academic achievement. District leadership can determine whether to use these tools flexibly, such as SAT only, SLO only, or a mix of both SAT and SLO.
4. For the duration of this Agreement, teacher evaluation will be conducted pursuant to Board Policy 4403-R and this Agreement.
 5. The Parties will annually review the teacher evaluation process and make necessary adjustments to ensure that it meets the needs of both teachers and students.
 6. This Agreement expires on June 30, 2027.
 7. This Agreement is a non-precedent setting and contains the Parties' entire understanding and cannot be modified without further written agreement by the Parties.

For the Board of Education



Patricia Robinson, Superintendent

For the Buchanan Education Association



Tom Brinks, President

August 15, 2024

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