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THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

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**MEMORANDUM OF UNDERSTANDING
BETWEEN THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
AND THE BROWARD TEACHERS UNION**

This Memorandum of Understanding is made on this 18th day of April 2019, by and between The School Board of Broward County (SBBC) and the Broward Teachers Union-Education Professionals (BTU-EP).

Purpose:

The purpose of this Memorandum of Understanding is to memorialize the parties understanding of the various agreements reached regarding the Evaluation Sub-Committee.

Duration:

This memorandum shall commence effective from the date of execution for the specific time periods stated herein.

Scope:

WHEREAS the parties agree to the following **Instructional Practice Adjustments** beginning in 2018-2019:

- Instructional Practice will be worth 50% of the overall evaluation.
- Move *Applying/Accomplished* from 3.0 to 3.25.

WHEREAS the parties agree to the following **Deliberate Practice Adjustments** beginning in 2018-2019:

- Deliberate Practice will be worth 15% of the overall evaluation.

WHEREAS the parties agree to the following **Student Performance Adjustments** beginning in 2018-2019:

- For 4th-10th grade ELA, 4th-8th grade Math, and 8th-9th grade Algebra I teachers, the District will continue to use a Local Growth Model instead of the State's Value-Added Model (VAM).
- For all Local Growth Models, move to the following scale:

Percentile	Rating	Points
60 th – 99 th	<i>Highly Effective</i>	4.0
43 rd – 59 th	<i>Effective</i>	3.4
26 th – 42 nd	<i>Effective</i>	3.2
9 th – 25 th	<i>Effective</i>	3.0
4 th – 8 th	<i>Needs Improvement</i>	2.0
1 st – 3 rd	<i>Unsatisfactory</i>	1.5

- The distribution for the Comparison Models for PK, KG, 1st grade and FSAA teachers will mirror the Local Growth Model distribution.

