**Memorandum of Agreement**

Charge to the Professional Learning and Growth System

Joint Work Group

With this memorandum, the Jefferson County Board of Education, the administration of Jefferson County Public Schools and the leadership of the Jefferson County Teachers’ Association agree on the following concepts:

1. Empowering every child to become a critical, creative, caring human being who thrives in a democratic society and diverse, changing world is the goal for all educators, as teachers, principals, and other administrators collaboratively plan professional development. To that end, the Union-District relationship must put student learning, growth, and development at the core of their joint work.
2. Educator professional development and training activities should be designed to support this goal. The best strategy for improving teaching and learning is building the capacity of schools to function as democratic learning communities in which professional development is supported by a commitment of human and financial resources.
3. Ultimately the quality of teaching and learning depends not only on the qualifications of the individuals, but also on how the school system is organized to provide professional learning opportunities. To this end, JCPS, in partnership with JCTA, commits to a clearly defined, well-articulated professional development process and desired outcomes; created, implemented, and assessed with stakeholders, including administrators and teachers.
4. Transforming the current evaluation process into a qualitative and developmental professional learning and growth system (PLGS), which promotes continuous improvement and shared responsibility for student success, will require significant commitment of resources, including time, talent and financial support of all parties.

The subject of this agreement is to define the framework for the development and implementation of this professional learning and growth system. The parties agree to the following components:

1. The development and implementation of the PLGS will be done by a jointly appointed Steering Committee, which shall be Education Quality Oversight Committee (EQOC).
2. The EQOC is comprised of five representatives appointed by the JCTA president and five representatives appointed by the Superintendent. Both parties must approve each appointment.
3. The Steering Committee will make decisions by organizational consensus, not majority vote. Organizational consensus shall mean that JCPS and JCTA must agree that each organization, respectively, can accept/support a decision in order for the decision to be enacted.
4. The Steering Committee will be co-managed by two professional educators, whose full time efforts will be devoted to this work.
5. The Union will appoint one co-manager and the District will appoint one. Both parties must approve each appointment.
6. The Union-appointed co-manager has the option to return to his/her prior assignment at the conclusion of his or her work as a co-manager.
7. The Steering Committee will be trained in interest-based decision-making processes; the cost of this training will be shared.
8. A facilitator for interest-based decision-making will be retained for a minimum of six-months to maintain these processes and culture. The cost will be shared.
9. The NEA Foundation Institute for Innovation in Teaching and Learning will, with mutual consent by both parties, provide coaching and facilitation to the Steering Committee.
10. The Steering Committee will have the power to recommend changes in the collective bargaining agreement, in School Board Policy and District practices and procedures. The right to accept/reject these recommendations is reserved exclusively to each separate party. This agreement does not compromise the authority and roles of these parties.
11. Recommendations to make changes in certain areas, such as Standards of Professional Practice or the Kentucky Teacher Internship Program would require state agency approval. The parties agree to jointly advocate for such changes that are mutually accepted.
12. There will be joint communications for the purpose of educating teachers, administrators, Board members, and the community of the goals and progress of the Steering Committee to convey the intent and the role of this joint work in improving student learning, growth, and development.

**The charge to the Steering Committee will be to**

1. Agree upon the common goals, standards, and language to be used in the professional learning and growth system.
2. Develop recommendations for the development and/or the revision of component parts to support the whole in a uniform system of professional learning and growth (Attachment 1).
3. Develop an implementation timeline and plan for the professional learning and growth system.

**It is further agreed that this MOA can be terminated at any time, by any party, for any reason, by giving written notice to the other parties of the Agreement with two-weeks notice.**