

7/8/14 8:59 pm

**TENTATIVE AGREEMENT
RE: PILOT PROGRAM
STUDENT GROWTH AS A SIGNIFICANT FACTOR IN RATING TEACHING
PERFORMANCE**

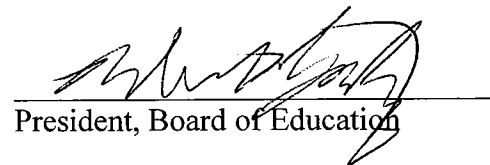
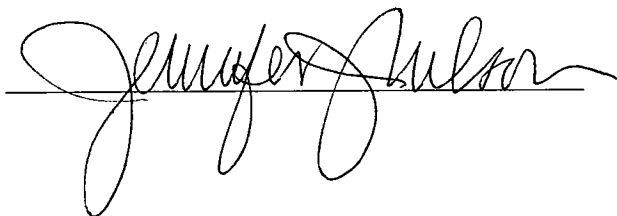
During the 2014-2015 school year, the Oak Park Teachers' Association, IEA-NEA ("OPTA") and the Board of Education of Oak Park Elementary School District No. 97, Cook County, Illinois ("Board") shall establish a PERA Joint Committee which will meet to discuss the use of data and indicators of student growth as a significant factor in rating teacher performance and to develop a model which may be incorporated into the District's Evaluation Plan after it has first been piloted and assessed. This student growth model ("Model") shall conform to requirements set forth by the Performance Evaluation Reform Act (PERA) and its corresponding regulations.

The PERA Joint Committee will be comprised of equal numbers of representatives from the OPTA, appointed by the OPTA President, and the Board/Administration, appointed by the Board and the Superintendent. The purpose of the PERA Joint Committee is to: 1) research, develop ideas and establish a Model during the 2014-2015 school year; and 2) determine how to best pilot the use of the Model as a no-consequence component of a teacher performance evaluation plan during the 2015-2016 school year. The purpose of the pilot program is to allow participants, both teachers and evaluators, to assess the Model and provide timely feedback on the effectiveness of the Model which will then inform revisions to the Model. The Model will have no consequence on any OPTA members' summative evaluation rating for the 2015-2016 school year, unless otherwise required by law or the District 97 Evaluation Plan.

Article 24A of the Illinois School Code requires the Parties to form a PERA Joint Committee and further provides that, if within 180 calendar days of the committee's first meeting, the committee does not reach agreement on a student growth plan, then the district shall implement the state model plan established under Section 24A-7 with respect to the use of data and indicators on student growth as a significant factor in rating teacher performance. 105 ILCS 5/24A-1, *et seq.* However, non-regulatory guidance issued by the Illinois State Board of Education also allows the Parties to meet informally and it is assumed that any PERA Joint Committee meetings held in a school district before November 1 of the school year prior to a school district's required PERA Implementation Date are informal. It is expressly understood that the PERA Joint Committee is meeting informally from the date of this Memorandum of Understanding until November 1, 2015, and that it is doing so without beginning the 180 calendar day deadline.

FOR THE OAK PARK TEACHERS'
ASSOCIATION IEA-NEA

FOR THE BOARD OF EDUCATION OF
OF OAK PARK 97


President, Board of Education