

**Memorandum of Understanding
Between
The
Denver Classroom Teachers Association
And
School District No. 1
Denver Public Schools**

LEAP Implementation

1. The Denver Public Schools and the Denver Classroom Teachers Association are collaborating to support the following goals for educator effectiveness:

- a) Ensure every student is taught by an excellent teacher and every school is led by an excellent principal.
- b) Provide teachers and principals with a clear understanding of the characteristics of effectiveness and provide regular feedback on individual growth.
- c) Provide teachers and principals with the tools, resources, and support they need to develop and perfect their craft.
- d) Provide excellent teachers with leadership opportunities to expand their impact on students, and share their expertise across the district.

In support of the above goals, DCTA and DPS developed LEAP ("Leading Effective Academic Practice"). LEAP is a multiple measure system, designed in collaboration with teachers and principals, to better support teachers and principals in developing and strengthening their professional practice and increasing their impact on student achievement.

LEAP will highlight areas of strength and development, provide all teachers with more focused, frequent feedback, and ensure aligned professional development support to identified areas of focus. Teacher participation in this pilot will allow research in the areas of targeted professional development supports, inter-rater reliability with the observation tool, and alignment between the measures will be part of the 2011-2012 school year.

DPS and DCTA encourage all teachers to experience the LEAP system in a "trial" environment during the 2011-2012 school year, to inform changes that will be made for the 2012-2013 school year.

- 2. All members of the DCTA bargaining unit evaluated under the LEAP pilots during the 2010-2011 and 2011-2012 school years will be given a Satisfactory rating for purposes of CPE under ProComp.

3. All teachers in identified pilot schools will be evaluated under the pilot unless determined by Principals based on evidence from multiple classroom observations as needing to be evaluated under the current evaluation system. Determination must be made prior to December 16, to revert to the current system vs. LEAP. After December 16th, the Instructional Superintendent may approve principal recommendation of teacher removal from the LEAP pilot based on documented evidence of a new or continued significant performance decline. Such documentation shall be shared with the teacher. After any removal from LEAP, a principal is required to conduct a special appraisal, as outlined in article 10, to determine if a remediation plan is necessary. If a teacher, removed from LEAP, is successful with either the current evaluation system, and/or an ensuing remediation plan, that teacher has the right to return to the LEAP pilot.
4. ProComp teachers who remain in the LEAP system next year will receive CPE credit under ProComp for a satisfactory evaluation, if it is their regular evaluation year.
5. Observation notes from Peer Observers, Administrators, or any other evaluative observations under LEAP cannot be used by either party for purposes of teacher dismissal during or after the LEAP pilot for the 2011-12 school year.
6. Probationary teachers participating in the pilot and receiving a satisfactory CPE rating may still be non-renewed by the district, pursuant to Colorado statute.
7. If LEAP pilot data is released publicly for research or professional development outside of pilot purposes, names will be redacted or permission granted by the affected teacher in a case-by-case basis per artifact. DPS is not restricted from releasing individual teacher data to McREL, Teach for America, The New Teacher Project*, Denver Teaching Fellows, the Denver Teacher Residency Program, other alternative licensure or teacher preparation partners, and other mutually agreed upon entities for purposes of program administration, evaluation, research, or targeted professional development regarding the teachers in their specific program(s). Each of these entities shall sign a confidentiality agreement. Said agreement shall provide that the entity may only use LEAP data within the defined scope of its partnership with DPS. LEAP program coordinators may use individual data to inform decisions regarding district professional development.*TNTP may only access teacher identifiable LEAP data of the teachers participating in the TNTP licensure pilot.

8. All of the teachers participating in LEAP next year will also have an opportunity to provide important feedback on the development of the system moving forward through surveys, focus groups, a LEAP website feedback tool and meetings with members of the LEAP implementation team.
9. Schools will elect to participate in the 2011-12 pilot by secret ballot, confidential vote conducted by a teacher representative of the SLT. Schools who are participating in the 2010-11 pilot will conduct a vote to continue in the 2011-12 pilot. All bargaining unit members will be eligible to vote. A simple majority of those voting will determine participation in the pilot.
10. Before the end of the 2010-11 school year, LEAP design teams shall be returned to full membership as needed for 2011-2012. DPS and DCTA shall each develop a candidate list and collaborate on the selection of new members.
11. Beginning in the spring/summer of 2011, and throughout the course of the 2011-2012 pilot, the LEAP project team will collaborate with a sub-committee of the LEAP design teams, as determined by the co-chairs, in order to review pilot feedback and analysis, and to create recommendations about possible changes and improvements to the LEAP system.
12. During the 2011-12 school year, the PPWG will review feedback on the LEAP system, provide input into changes to the system and make recommendations as to any necessary changes to the contract to implement the LEAP system in 2012-13.

DCTA Representative

DPS District 1 Representative

By: _____

By: _____

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