

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

Changes to LEAP

This Memorandum of Understanding (MOU) is entered into between Denver Public Schools (District) and the Denver Classroom Teachers Association (Association) (collectively the “Parties”) in order to implement the recommendations of the LEAP Collaboration Committee (LCC).

WHEREAS, Article 10-11-1 of the Master Agreement states: “The purpose of the LEAP Collaboration Committee (LEAP Committee) is to ensure that LEAP is administered according to this Agreement and to enable collaboration and joint decision-making where possible in the development, implementation and evaluation of the growth and performance systems for Teachers and SSPs” and

WHEREAS, Article 10-11-5 of the Master Agreement states: “The LEAP Committee shall have the ability to make changes to LEAP by consensus. If consensus is not reached, the matter shall go to the Superintendent to decide” and

WHEREAS, the LCC met monthly during the 19-20 school year to discuss and create potential changes to LEAP; and

WHEREAS, pursuant to Article 10-11-5 of the DCTA Master Agreement, the LCC reached one consensus to make changes to LEAP with continued meetings beginning March 2021.

NOW THEREFORE, the Parties agree to the following changes:

1. Beginning School Year 21-22, the District will implement changes to LEAP in a phased approach: initial phase and district-wide phase:
 - a. The initial phase will be for one school year and consist of up to 30 schools.
 - i. All schools will be eligible to opt-in to the initial phase.
 - ii. The decision to opt-in shall be made by the School Leadership Team with input from the Instructional Leadership Team consistent with Article 5-5 of the Master Agreement.
 - iii. The District will select schools on a first-come-first-served basis to participate during this phase.
 - iv. The initial phase will consist of up to 15 Elementary, 8 Middle and 8 High Schools.

- b. The district-wide phase will start the school year following the initial phase:
 - i. The changes to LEAP agreed upon in this MOU will be implemented district wide.
 - ii. The LCC will review the implementation of such changes during the initial phase and make recommendations for changes for the district-wide phase.
 - iii. Changes to the initial phase will be made by the LCC by consensus. If consensus on changes are not reached, the matter shall go to the Superintendent to decide.
2. The initial phase will include the following changes to Article 10 of the Master Agreement:
 - a. All teachers shall receive three (3) formal scored observations each year as defined and set forth in the LEAP Fairness Guide (Article 10-3-2-2).
 - b. Teachers not currently in the Performance Improvement Process will not receive more than one scored Formal Scored Observation during a school week (Article 10-3-2-5).
 - c. For a Formal Scored Observation, the Evaluator will complete a form that includes the Scores for the indicators that the Evaluator scored on the LEAP Framework. If the Evaluator did not have the opportunity to observe a specific practice associated with an indicator, then the Evaluator may choose not to score the indicator (Article 10-3-2-6).
 - d. After a Formal Scored Observation, the Teacher will not receive an additional scored observation until feedback on the prior Formal Observation has been provided (Article 10-3-2-8).
3. The initial phase will include the following changes to the LEAP Fairness Guide:
 - a. Observation:
 - i. All teachers will receive three (3) formal scored observations that will be scored in the District observation tool.
 - ii. Every indicator will be scored over the course of the year.
 - iii. All formal scored observations will be announced, at least by Thursday of the week prior to the observation. The exact date and time of observation is not required.
 - iv. The first formal scored observation will be scored on the four (4) gateway indicators.
 - v. The second and third formal observations will be scored on the four (4) to six (6) indicators per observation.
 - vi. Each formal scored observation will be followed by an in-person/virtual feedback session. At the end of the in-person/virtual feedback session, the observer and the teacher will collaboratively agree upon four (4) to six (6) indicators that will be observed at the next formal scored

observation. If consensus cannot be reached on which indicators are to be scored, the observer selects two (2) and the teacher selects two (2).

- vii. Two (2) formal scored observations will occur prior to the LEAP mid-year conversations by end of February.
- b. Calculating the Final End-of-Year Rating:
 - i. The highest score in each indicator from all formal scored observations will be used to calculate the End-of-Year rating.
- c. Coaching Cycle:
 - i. Teachers may request a coaching cycle following a formal scored observation on specific scored indicators.
 - ii. Teacher has 7 calendar days from the in-person feedback session to request a coaching cycle.
 - iii. Following a coaching cycle, there will be an additional formal scored observation to score the requested indicators.
 - iv. The evaluator and teacher have 30 calendar days to complete coaching cycle and formal scored observation from date of the request.
 - v. There may be a total of three (3) additional formal scored observations, one (1) after each formal scored observation if a coaching cycle is requested by the teacher.
- d. Eligibility Observation:
 - i. If the evaluator or administrator has performance concern, an administrator can initiate an Eligibility Observation.

Association Representative

District Representative

By: *Tiffany Choi*

By: *Miguel J. Perretta*

Printed Name: Tiffany Choi

Printed Name: Miguel J. Perretta

Title: DCTA President

Title: Director, Labor and Employee Relations

Date: March 17, 2021

Date: 03 / 26 / 2021

Signature Certificate

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Document signed by:

	<p>Miguel Perretta E-mail: miguel_perretta@dpsk12.org Signed via link</p>	 
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