

LETTER OF AGREEMENT  
Between  
Whiteford Agricultural Schools  
and the  
Whiteford Education Association/MEA-NEA

This Letter of Agreement is entered into this 30th day of September, 2024, by and between Whiteford Agricultural Schools, referred to as the "School District" and Whiteford Education Association, referred to as the "Association".

In consideration of the mutual covenants hereinafter set forth, the School District and the Association hereby agree to the following:

In keeping accord with the understanding between the parties, it is understood that Legislation requires that 20 percent of teacher and administrator evaluations be based on student growth and assessment data. Schools, districts, ISDs, and PSAs using educator evaluation as a continual improvement process are encouraged to define student growth and assessment data goals over two or more points in time (Castellano and Ho, 2013). For the 2024-2025 school year, 5D+ Student Growth Measures will be based on the following terms and details outlined in the 5D+ Teacher Evaluation Handbook 24-25 in determining the 20 percent student growth measure:

TK	SLO (10%)	SLO (10%)
KG-2nd	MDE Early Lit/Math (10%)	SLO (10%)
3rd-7th R/M	NWEA (10%)	SLO (10%)
8th R/M	SLO (10%)	SLO (10%)
9th-11th R/M	PSAT/SAT (10%)	SLO (10%)
12th R/M	SLO (10%)	SLO (10%)
7th-11th SS/Sci	SLO (10%)	SLO (10%)
All Others	SLO (10%)	SLO (10%)
Non Instructional	Student Growth Measure Reflection (20%)	


With regards to Student Learning Objectives (SLOs), teachers will complete the Student Learning Objectives Template (attached) that outlines details of the SLO that will assist in the developing and approving of SLOs. Non Instructional staff will complete the Student Growth Measure Reflection (attached) to represent student growth.

Both parties also agree that this Agreement shall not be deemed a precedent or past practice for purposes of the labor relations between the parties. This letter of agreement will expire on June 30, 2025 and will be subject to future contract negotiations.

Whiteford Agricultural Schools

By: \_\_\_\_\_

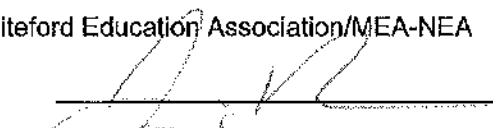
Date: \_\_\_\_\_

  
10/8/24

Whiteford Education Association/MEA-NEA

By: \_\_\_\_\_

Date: \_\_\_\_\_

  
Oct 8, 2024

# Student Learning Objectives Template

Name of Teacher: \_\_\_\_\_

Content Area: \_\_\_\_\_ Grade Level(s): \_\_\_\_\_ Academic Year: \_\_\_\_\_

Type of SLO: ☐ Class-Level: Includes all students in a particular class.  
☐ Course-Level: Includes all students in a particular course.  
☐ Targeted: Includes a specific group or groups of students in a class or course.  
☐ Multi-Course: Includes specific students throughout classes or grade levels.

Interval of Instruction: \_\_\_\_ Year \_\_\_\_ Semester \_\_\_\_ Other: \_\_\_\_\_

## 1. Student Population:

Identify the students included in the SLO. Describe the characteristics of the student population, including how many students are general education, special needs, 504 plans, ESL, etc.

## 2. Learning Standards:

What are the essential standards connected to the learning content of the SLO?

## 3. Baseline Data/Growth Targets:

Attach the Student Growth Measure Spreadsheet with scores and calculated growth targets.

## 4. Assessment:

Attach the assessment and answer key, scoring guides and/or rubrics for all assessment items. Please make sure essential standards are marked for each question.

Principal Comments: \_\_\_\_ Approved \_\_\_\_ Modifications Required (See Notes On Back)

Principal Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Student Growth Measure Reflection**  
**(for non-instructional teaching staff)**

Personnel who do not have students rostered to them do NOT need to complete the Student Growth Data Spreadsheet template, and personnel who are working with students in an academic matter should attach data showing growth for their students this year to this document. If uncertain, personnel can discuss with their principal what data would make sense.

Teacher \_\_\_\_\_ School Year: \_\_\_\_\_ Position: \_\_\_\_\_

1. Identify celebrations using the data collected throughout the school year. (What are some things that went well this year? How do you know?)
2. Describe the students you supported (grade level, supports needed, focus areas, etc.).
3. Identify several assessments used to monitor student growth and to inform your instruction. (How do you determine what success looks like with students? What tools do you use to determine success with students? How do you alter your work with students based on those tools?)
4. Identify instructional strategies **and/or** structures you used to enhance the learning that occurred for students throughout the year. What ignited the idea or was a catalyst to make these changes? How do you know they were effective?

5. How did you support students during/regarding their Tier 1, 2, and/or 3 instruction? (What processes/procedures do you have in place to support student learning? How/when do you meet with students? What supports/resources do you offer?)

6. Overall, how effective do you think you were this year? Why

**Attach documentation that would support student achievement.**