

MEMORANDUM OF UNDERSTANDING REGARDING  
MODEL FOR TEACHER DEVELOPMENT AND EVALUATION

The Douglas County School District and the Douglas County Federation will develop and implement a continuous improvement model for teacher development and evaluation. This model will include multiple measures of teacher performance and student learning. The model will be used to revise the District's differentiated pay program as well as inform future tenure decisions and develop teacher leaders.

The new model will be presented to the Douglas County School Board for adoption by the end of June 2010 and piloted during the 2010 – 2011 school year. During the pilot year, all necessary adjustments to the model will be in consultation with all the parties. After the pilot year, the model will be implemented in all Douglas County Schools. Nothing set forth in this memorandum shall impede the authority of the School Board.

DATED at Castle Rock, Colorado this \_\_\_\_\_ day of \_\_\_\_\_ 2010.

DOUGLAS COUNTY SCHOOL  
DISTRICT Re-1

DOUGLAS COUNTY FEDERATION  
OF TEACHERS

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President, Board of Education

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President, DCFT

ATTEST:

ATTEST:

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Secretary

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Secretary