



LETTER OF UNDERSTANDING

Between

THE BOARD OF EDUCATION OF SCHOOL DISTRICT #35 (LANGLEY)
(Hereinafter referred to as the Board)

And

LANGLEY TEACHERS' ASSOCIATION
(Hereinafter referred to as the Association)

Re: Teacher Growth Plans for the 2024-2025 SCHOOL YEAR

Whereas the Board and the Association have agreed that teacher Growth Plans provide an opportunity for professional growth is a mutually beneficial priority.

Whereas the Board and the Association have agreed that Article C.29 Evaluation shall continue to apply, teachers may elect to participate in a Growth Plan process.

Whereas it is agreed by all parties that this Letter of Understanding acknowledges the ongoing development of the Growth Plan by the committee through the Langley Teacher Growth Plan Framework.

NOW THEREFORE:

The development and implementation of the Growth Plan Process is a form of professional development and may provide focus for teachers' use of their non-instructional day activities.

It is agreed that all provisions of the collective agreement regarding Article C.29 Evaluation shall continue to apply.

1. The Board intends to continue creating yearly Teacher Evaluation Lists for Administrators.
2. Teacher Growth Plan participation shall be made available to:
 - a. All teachers in a yearlong temporary or continuing position; and
 - i. Who have a performance evaluation currently due; or
 - ii. Who wish to participate on a voluntary basis.

3. Prior to the commencement of an evaluation of a teacher, the principal, and the teacher due for evaluation will meet to discuss the alternative of using either the performance evaluation process as described in *Article C.29 Evaluation* of the Collective Agreement or the option of participating in a Teacher Growth Plan.
4. If either party deem it necessary that the Teacher Growth Plan not be used, the process of evaluation outlined in *Article C.29 Evaluation* of the Collective Agreement shall be followed.
5. If the Teacher Growth Plan program is selected, the following shall outline the process to be followed:
 - a. The Principal and Teacher will discuss a mutually agreeable meeting date to discuss the development of the growth plan and the *Langley Teacher Growth Plan Framework*.
 - b. The Principal and the Teacher will date and sign the *Summative Conference Template* for the commencement of the Growth Plan.
 - c. Before the end of the school year, the Principal and Teacher will meet to complete and sign the *Summative Conference Template* concluding the process.

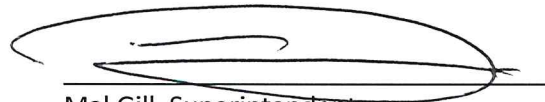
By mutual agreement other items not contemplated by the parties may be added to this Letter of Understanding without precedent and prejudice to any other school district.

These amendments shall only be applicable for the 2024 – 2025 school year and will not extend beyond June 30, 2025, without mutual agreement from both parties.

Dated in Langley the 10 day of December 2024.



Taylor Fauteux, President
Langley Teachers' Association



Mal Gill, Superintendent
School District No. 35 (Langley)



Woody Bradford, Deputy Superintendent
School District No. 35 (Langley)