



Olympia School District

111 Bethel Street NE ▪ Olympia WA 98506 ▪ <https://osd.wednet.edu>

Memorandum of Understanding Regarding Agreement for Student Growth Goals (SGG) for the 2024-25 School Year

Between the Olympia School District and the
Olympia Education Association

As OSD teachers and administrators continue to familiarize themselves with the updated Danielson Framework and the new Student Growth Goals (SGGs) during the 2024-25 school year, the following guidelines are agreed upon:

Minimum Proficiency for Submitted SGGs

Any SGG (3.1, 3.2, 6.1, 6.2, or 8.1) submitted by a teacher on time (by the agreed-upon deadline in November 2024) shall be scored no lower than "Proficient" if the teacher creates and submits their student growth goals on time.

Support for Crafting Proficient SGGs

In the event that an administrator is unclear about SGG 3.1, 3.2, 6.1, 6.2, or 8.1, they will meet with the teacher to help craft a "Proficient" SGG. This collaborative approach is considered best practice and is expected to occur regardless of the academic year.

In the Event of Missed SGG Submissions

If a teacher does not submit any SGGs, their administrator will send a reminder email. Should the teacher still fail to submit the SGGs after the reminder, they may be scored "Basic" or "Unsatisfactory" for the 2024-25 school year.

For the District:

For the Association:



Scott Niemann, Exec. Director of Human Resources



Jodi Boe, OEA President