

## Agreed Resolution and Withdrawal

It is agreed that U-46 Rising work will proceed as follows:

A glossary of terms connected to U-46 Rising is included with this Agreed Resolution and Withdrawal.

U-46 Rising work will continue in district buildings.

General dates of Rigor Walks, Rigor Diagnostics and Rigor Calibrations currently scheduled are as follows:

- Rigor Walks: November 1, 2021 through June 1, 2022.
- Rigor Diagnostics: January 4, 2022 through February 8, 2022; April 6, 2022 through April 8, 2022.
- Rigor Calibration: October 25, 2021 through November 4, 2021. The ETA will receive notice of additional dates once they are added.

For any building-specific visits convened with persons other than administrative personnel, notice of those visits will be provided to teachers at a site two work days in advance of the visits. Staff with a conflict on the date of such a visit may opt out of a particular date by sending an email to the staff member's building principal. Any teacher who opts out of all future dates of visits will meet with their building administrator to set times for that member's class for U-46 Diagnostic or Calibration.

The U-46 Rising Implementation Committee (Implementation Committee), composed of members selected according to the Joint Statement released by the parties on October 18, 2021 (Joint Statement), will convene on or around November 4, 2021. The Implementation Committee will address those items identified in the Joint Statement as well as other issues that may arise concerning U-46 Rising work.

Each building will convene a U-46 Rising Committee (formerly called the ILT). That committee will be composed of members selected according to the Joint Statement. Absent a head representative at any particular building, the designated ETA Section Director will fulfill that role.

All pending matters raised in connection with ETA Grievance No. 01-21-22 have been resolved and the matter is withdrawn pursuant to Article 5.7 of the Collective Bargaining Agreement.

### U-46 Rising Glossary

**Academic Teaming:** a strategy that moves to a student-centered instructional process through student-led inquiry. This instructional strategy is designed to

empower students to take ownership of their own and their peers' learning through a student accountability system and structures for peer support.

**Calibration:** the learning process for school and District administrators concerning U-46 Rising walks. This learning process is not associated with evaluations of classrooms. During calibration, consultants from LSI attend Rigor Walks with District administrators as those administrators learn the observation process. The observation process is with the intent of building a common language and understanding of the Rigor Walk rubric and process.

**Consortia:** currently the 150 secondary teachers who access professional development to implement academic teaming. Expert consultants provide coaching and support of leadership to these teachers. These teachers will engage in professional learning, implementation, and faculty coaching prior to the rest of their middle and high school colleagues.

**Learning Sciences International (LSI):** the company contracting with U-46 for U-46 Rising/U-46 Avanzando. LSI uses technology and research-based pedagogy to increase skills and effectiveness. See <http://www.learningsciences.com> <last accessed October 25, 2021>.

**Rigor Diagnostic:** those U-46 Rising observations that are conducted with an outside consultant present and for which ETA members have the opportunity to opt out in accordance with the procedures determined by the District and ETA through the Joint Statement and the Implementation Committee.

**Rigor Diagnostic Observation Instrument:** the instrument utilized during Rigor Diagnostics. The instrument is not associated with evaluations of classrooms. The instrument is used to determine measurable pathways for whole-school improvement. The instrument has been used nationwide and is based on research-supported metrics. The instrument may also be referred to as a Rigor Diagnostic Observation Tool.

**Rigor Walk:** those U-46 Rising observations that are conducted by school and/or District administrators.

**Schools for Rigor and Equity:** currently Creekside Elementary, Willard Elementary, Laurel Hill Elementary, Channing Elementary and Parkwood Elementary. These five schools are fully implementing U-46 Rising, with leadership coaches during designated days/times; instructional coaches during designated days/times; books and toolkits to support implementation; additional FTE to support individual teacher planning time; and free before/after school care for students to support a restructured schedule and professional learning time. Additional Schools for Rigor and Equity will be identified as U-46 Rising progresses.

**Student-Led Inquiry:** a model where teachers plan for group tasks; students have clear roles and norms increasing student ownership; the teacher tracks group and individual progress to learning targets using success criteria; and the teacher tracks student evidences and makes adaptations to provide feedback to struggling learners.

**U-46 Rising/U-46 Avanzando:** the name for the cohesive effort to improve outcomes for students via three main components: (1) new organizational structure, (2) growing practices to improve equity and inclusion, and (3) standards-based core instruction that develops student-led academic teaming.

\* \* \*

The following Joint Statement was mailed to District management and ETA members on October 18, 2021.

### **JOINT STATEMENT**

The pending Step III Grievance submitted by the Elgin Teachers Association (ETA) will not be heard by the Board of Education at the October 18, 2021 meeting. The parties are heartened to report that they've made substantial progress to address the ETA's concerns all-the-while continuing the important work connected to U-46 Rising. As the U-46 Rising work continues, the parties agree:

#### **Outside U-46 Rising Consultants and ETA Members**

ETA members will receive notice of the dates of the forthcoming U-46 Rising Walk in the building by an outside U-46 Rising consultant connected to U-46 Rising. ETA members may have the option to opt out of any particular date due to a conflict, which may include, but is not limited to, an assessment being administered during that date. The parties agree that this suffices to constitute arrangements with the teacher for the presence of an outside U-46 Rising consultant in the context of U-46 Rising. Should an ETA member opt out of all future dates of forthcoming U-46 Rising Walks, the relevant building administrator will consult with the teacher and set times for that member's class for U-46 Rising Walk.

#### **Implementation Committee**

A U-46 Rising Implementation Committee, (to be made up of an equal number of members of the District and the ETA – not to exceed eight members total – and an aim of including committee members with understanding of consortia implementation and the Schools for Rigor and Equity), will address by consensus District-wide matters connected to how U-46 Rising is rolled out. For instance, the U-46 Rising Implementation Committee will address the:

- Scope of activity and functioning of the U-46 Rising Committee (formerly called the ILT);

- Formal and regular communication that will occur between the U-46 Rising Committee, the SIP committee and the SD committees;
- Call to committee process for ETA members to apply to be a member of the U-46 Rising Committee; and
- Site exception process connected to U-46 Rising work.

The Implementation Committee will be constructed via a jointly crafted call to committee application process. The parties will independently identify their members to fill the positions on the Committee. It is anticipated the Implementation Committee will meet monthly unless determined otherwise by the committee. The parties have a target date of November 5, 2021 to first convene the Implementation Committee. Implementation Committee work will necessarily change as the U-46 Rising work evolves, and the Committee may disband if no further work is needed.

The parties hope to soon commemorate agreement on all issues connected to the grievance, and expect to resolve all pending matters before the November 1, 2021 meeting of the Board of Education.

\* \* \*

Agreed to by the parties on the date provided:

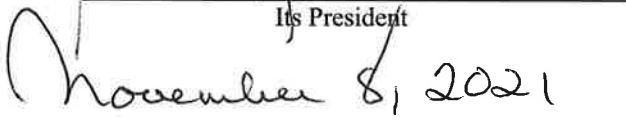
ELGIN TEACHERS ASSOCIATION

BOARD OF EDUCATION

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Elgin, Illinois

  
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