

Memorandum of Understanding (MOU)
Between the Placer County Office of Education (PCOE)
And
The Placer Association of Certificated Employees
(PACE)

Inclusion of Goal Setting Form

The Placer County Office of Education (PCOE) and the Placer Association of Certificated Educators (PACE) (collectively, "the Parties") enter into this Memorandum of Understanding (MOU) regarding the inclusion of a goal setting form as part of the employee evaluation process.

Scope

1. Beginning in the 2026-2027 school year, members that are in an evaluation year will engage collaboratively with their evaluator, in the process of setting goals to support the growth of the employee. Collaboratively, the member and the evaluator shall complete the "Certificated Evaluation Goal Setting Worksheet" on or before November 15 of the current evaluation year.
2. The goal setting process shall not supersede any information found in Article 17 of the Collective Bargaining Agreement. The form is intended to support and provide a clarity and direction around successful implementation of Article 17.5 of the Collective Bargaining Agreement.

Duration

3. This MOU shall not sunset or expire, unless amendments are made to Article 17 of the Collective Bargaining Agreement. The Parties also agree that either Party may reopen negotiations on this MOU before the start of the 2027-28 contract year or at any point in time by mutual agreement.

Signatures

For PCOE:



Brian J. Swank, Ed.D.

Executive Director, Human Resources

Date: 6/25/26

For PACE:



Kim Duer

President, PACE

Date: 6/18/26

CERTIFICATED EVALUATION GOAL SETTING WORKSHEET

Employee _____ **Date** _____
Program _____
Position _____
Period Covered by Goals _____

On or before November 15 of the current evaluation year, the unit member and the evaluator shall collaboratively develop written goals. This process shall not supersede any information found in Article 17 of the Collective Bargaining Agreement.

Select a total of two elements from the evaluation performance standards. Write a SMART goal for each of the elements chosen that reflect the following:

S – Specific: What do you hope to achieve?

M – Measurable: How will you measure your progress?

A – Attainable: Do you have the resources and abilities to achieve your goals?

R – Relevant: Is the goal applicable to your role and responsibilities?

T – Time Bound: When will the goal be achieved?

Goal #1:

Evaluation Standard Element:

Strategies/Activities:

Evidence to Support:

Notes:

Goal #2:
Evaluation Standard Element:
Strategies/Activities:
Evidence to Support:
Notes:

This goal setting document is in draft form until signed by both the member and evaluator.

_____	_____	_____	_____
Evaluator's Signature	Date	Certificated Educator's Signature	Date