

**Memorandum of Understanding (MOU) Between  
Palo Alto Unified School District and  
Palo Alto Education Association  
STUDENT INPUT**

The Palo Alto Unified School District and the Palo Alto Educators Association CTA, “the parties” herein, have reached the following understandings, related to student input.

**K. Student Input**

1. Student Input

- a. The District and the Association agree that the purpose of student input is to provide meaningful feedback to assist teachers and supervisors in their reflection on and improvement of teaching practices. A staff member’s administrative supervisor(s) is/are the sole evaluator(s) of that staff member’s performance. The District is responsible for providing information to students regarding the purpose of student input and their opportunity to provide it. The District may use department, school, and district aggregate data as benchmarks to identify growth in instructional practice. **Classroom teachers are required to collect** unidentifiable input from students in Grades 6-12. The procedure used for student input must provide for student anonymity.
  - b. **The staff member may devise, subject to approval by their supervisor/evaluator, forms and procedures for the collection of student input, or they may use forms and procedures provided by the District. The student input collected will include no more than 8 multiple-choice or scaled questions jointly developed by the District with input from PAEA. The same questions will be used consistently in all student input forms and procedures.**
  - c. **Student input shall be collected by the classroom teacher prior to the end of the first semester and for semester courses again prior to the end of the school year. The classroom teacher will provide the results of the District questions to their supervisor upon request. Aggregate data may be shared by the school departments. Student input received in response to any additional questions developed by the teacher may be shared with their supervisor.**
  - d. **Student input shall not form the basis for a less than “meets Standards” evaluation unless corroborated by the evaluation process described in this Article**
2. **This MOU shall be effective for the 2023-2024 and 2024-2025 school years only and shall expire automatically on June 30, 2025. Both parties will study the efficacy of the data collected from this MOU during the 2024-2025 school year.**

3. The automatic expiration of this MOU on June 30, 2025 does not preclude either party from making proposals on the subject matter of this MOU as part of prescribed reopener negotiations for the 2025-2026 school year. In the absence of any subsequent agreement over this subject matter, the provisions of Article X (Evaluations), K. Student Input as stated in the 2021-2024 negotiated agreement, shall automatically apply.