

Letter of Agreement  
between  
Highline Education Association  
and  
Highline School District

Innovation Heights High School  
Effective school year 2023-24

Innovation Heights High School (Innovation Heights), formerly New Start High School, provides an alternative educational experience for students who have experienced challenges in the traditional system. The program utilizes personalized support and independent learning contracts in an Alternative Learning Environment (ALE) to provide meaningful learning experiences for students while they recover or advance in credits leading toward high school graduation. During the 2022-23 school year, students and staff at Innovation Heights worked collaboratively to develop a new programmatic structure for use in the 2023-24 school year focusing on project-based and experiential learning.

This agreement is intended to document the structures of Innovation Heights that differ from those of traditional schools and therefore impact the working conditions of certificated staff; any provisions of the Collective Bargaining Agreement (CBA) that are not altered by the agreements below remain in effect. In addition, HEA and HSD agree to utilize the Labor-Management Problem-Solving Process to work through any additional challenges or necessary changes that occur throughout the year and are not covered by the agreements below.

### **Program Structure and Student Schedule**

Beginning in 2023-24, Innovation Heights students will have a Monday – Thursday schedule and a Friday schedule. Monday – Thursday, students will attend school in a half-day cohort schedule. Half the students will attend school in-person in the morning and have asynchronous learning in the afternoon; the other half will be asynchronous in the morning and attend in-person in the afternoons.

During their half-day on campus Monday-Thursday, students will have three instructional blocks: two cross-curricular instructional blocks (for example, Humanities and STEM) and one Wellness Period. All are credit-bearing. The Wellness Period will include some traditional Advisory activities such as a High School and Beyond plan, but the focus will be on physical, mental, and social wellness.

Friday will be an optional in-person day for students consisting of community partnership and re-engagement activities planned by support staff that students may choose to attend.

### **Teaching Schedule**

Teachers at Innovation Heights will teach their content area (STEM or Humanities) during one of the two cross-curricular instructional blocks in both the morning and afternoon Monday-Thursday. During the other instructional block, they will have planning. They will therefore have

two planning periods Monday-Thursday; one is individual planning, and one is principal-directed planning intended for team planning and collaboration.

During the Wellness Period, teachers will participate in a rotation schedule to facilitate lessons developed by support staff and give feedback/input on those lessons. On some days, a teacher would be facilitating the Wellness lessons, and on others, they would be providing input or feedback on lesson design to the support staff team.

On Fridays, teachers will be expected to participate in the Re-Engagement portion of the optional student day (90 minutes). During the Community Partnership portion of Fridays (90 minutes), teachers have time dedicated to ALE compliance activities for their Advisory students. On Friday afternoons, teachers will have 45 minutes of individual planning time and participate in Professional Collaboration Time (PCT) for 90 minutes, consistent with the CBA.

**Paid Training and Support**

Innovation Heights plans to partner with PBLWorks to provide training in project-based learning during the summer of 2023, as well as support throughout the 2023-24 school year. Training during the summer that occurs outside of the DID window will be paid at the per diem rate. During the DID window, either Flex Time or Extra Service (ESC) may be used to compensate training time.

**Ongoing Implementation and LOA Renewal Process**

HEA and HSD will continue to work collaboratively through Labor-Management to monitor and address any challenges that may arise at Innovation Heights throughout the school year. In spring of 2024, these discussions will include any necessary adjustments needed to revise and potentially renew this letter of agreement during the negotiations for a successor agreement to the CBA.



Dr. Steve Grubb  
Chief Talent Officer  
Highline School District

5/24/23

Date



Dr. Sandra L. Hunt  
President  
Highline Education Association

5/24/23

Date