



DEPARTMENT OF DEFENSE
DEPENDENTS SCHOOLS
OFFICE OF THE DIRECTOR, EUROPE
UNIT 29649, Box 7000
APO AE 09002-7000



December 13, 2010

MEMORANDUM FOR EDUCATORS, DODDS-EUROPE

SUBJECT: School Year (SY) 2011-2012 Educational Leave Without Pay (ELWOP)
and Administrative Reemployment Rights Programs (ARR)

I am pleased to announce the opportunity for DoDDS-Europe educators to apply for the ELWOP and ARR Programs for SY 2011-2012.

Selections for all long-term training, including ELWOP and ARR, must reflect system-wide recruiting needs and be geared toward achieving the goals and benchmarks outlined in our Community Strategic Plan. This also provides individuals an opportunity to acquire multiple certifications, which becomes important as our schools become smaller. After completing the program, it is expected that educators will be placed in strategic positions where they will be able to utilize the knowledge and skills acquired and where they will be able to act as resource persons for in-service training. In some cases, educators may be expected to provide assistance and leadership to the school staff in the implementation of one of the curricular areas. Upon completion of the educational leave program, return placement to the approving district will be considered first. If this is not possible, placement will be made based on system-wide needs. Selectees will not be eligible to participate in the DoDDS Transfer Program for SY 2011-2012.

To be eligible for either program, the employee must be a permanent professional educator, having completed the last seven (7) consecutive years of DoDEA service, with an acceptable rating on the last performance appraisal. Applicants must also have completed five (5) consecutive years of DoDEA service since their last participation in the Educational Leave Program. Consecutive years of DoDEA service, when counted, will include the school year in which the applicant is selected for the program.

Competition is keen. Educators who apply in shortage skill areas will be given priority consideration. Due to a shortage of qualified teachers during SY 2010-2011, the following categories are areas of priority for ELWOP.

Special Education

- Teacher of the Moderate/Severe Learning Impaired
- Specialty in Autism
- Teacher of Emotionally Impaired

School Psychologist

School Nurse and Health Teacher combination

Secondary Math and Science combination

Secondary Math Teacher

Speech Language Pathologist (Assessor)
Guidance Counselor
Language Immersion – All levels
Foreign Languages – All levels
Gifted Resource, Elementary
Elementary Teachers interested in completing coursework in Math, Science, and
Technology

Applicants for either the ELWOP or ARR programs must outline the specific course work the applicant will undertake and where the course work will be completed in the United States. The more complete the information presented to the rating panel, the better chance for selection. The narrative section should clearly tie together the planned program of study and its application upon return to DoDEA. The program of study proposed for ELWOP must involve the completion of at least 12 semester hours of course work. The program of study for ARR may involve at least 12 semester hours of course work, a special project, or temporary employment.

Attached is the ELWOP/ARR program application for SY 2011-2012, which must be signed by the applicant's principal or supervisor, and the ELWOP/ARR Agreements. The fact sheets describing the provisions and benefits relative to ELWOP and ARR are also attached to assist individuals in making a decision.

Completed application and appropriate agreement must be received in the DoDDS-E Human Resources Office by close of business **January 12, 2011**, to receive consideration. Applications may be mailed to DoDDS-E, Staffing Division, ATTN: Lisa Christopher, Unit 29649, Box 7100, APO AE 09002 or via email to Lisa.Christopher@eu.dodea.edu with digitally scanned documents, or faxed to her attention at 49-611-380-7122.



Nancy C. Bresell
Director, DoDDS-Europe

Attachments:
As stated