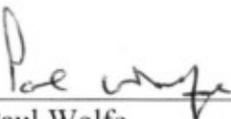


MEMORANDUM OF UNDERSTANDING  
BETWEEN  
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS  
AND FEDERAL EDUCATION ASSOCIATION

Dynamic Indicators of Basic Early Literacy Skills (DIBELS), Phase 2

The Department of Defense Dependents Schools (DoDDS) and the Federal Education Association (FEA) hereby agree to the following in implementing Phase 2 of the Dynamic Indicators of Basic Early Literacy Skills (DIBELS) in DoDDS for Grades K-1 in accordance with the attached guidance.

1. Management-directed training associated with the DIBELS will be held during the duty day. If training cannot be accomplished during the duty day, the parties agree that management and the FRS will consult about the time, place and length of the training at the local level. If conducted away from the duty site, educators will be compensated for the time spent at training in accordance with established practice.
2. The method for providing training related to the DIBELS project will be determined locally. Options to consider include, but are not limited to:
  - Area/District/Site-based sessions; or
  - After initial implementation, School/Site-based sessions while conducting site visits.
3. At schools participating in the DIBELS project, the Principal will consult with the FRS to resolve any issues that arise prior to forwarding the matter to the next level.

  
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Paul Wolfe  
Human Resources Director, DoDEA  
June 6, 2006

  
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Sheridan R. Pearce  
FEA President  
June 6, 2006

## Priority Union Issue

**Topic:** Early Literacy Intervention Project for Kindergarten-Grade 1 (DIBELS Project)

**Date Decision Needed:** May 2006

### **Background:**

The FY2004 Defense Appropriations bill provided DoDEA with funding earmarked for the development of a professional development project for improving instruction for struggling readers and students with dyslexia. DoDEA's Early Literacy Intervention Initiative is a multi-faceted project designed to meet this objective. One component of the project included the purchase of a hand-held device for administration of the Dynamic Indicators of Basic Early Literacy Skill (DIBELS), a state-of-the-art system for literacy accountability for kindergarten through second grade.

Research has shown that early identification and immediate, targeted intervention is the key to maximizing the literacy potential of all students and ensuring students are reading on grade level by the end of third grade; a goal of the DoDEA Community Strategic Plan.

DIBELS is currently being used by forty-one states to fulfill assessment requirements of NCLB. It is a nationally recognized tool designed to help teachers identify and assess reading difficulties through a series of repeatable 1-minute probe-measures of the basic pre-reading skills that lead to fluent decoding, word-level reading, and connected-text reading necessary for reading comprehension. Student data is immediately collected on the hand-held device while the teacher is working with the student. The data is transferred to a workstation loaded with mCLASS DIBELS software and synched with the web server supported by Wireless Generation. The data reports provide the teacher with item-level analysis for identification of reading skills requiring specific instruction and instructional recommendations from national reading experts. The software also allows for the tracking of student progress in response to the interventions implemented. Use of this tool enables teachers to measure student progress and provide appropriate instruction and intervention before reading failure sets in.

### **Current Status:**

The FY 2005 Defense Appropriations Bill provided DoDEA with additional funding to expand the DIBELS component of the SY05-05 project. Informal feedback from 66% of current DIBELS teachers has been favorable in using DIBELS for kindergarten-grade one. Current DIBELS teachers will have the opportunity to provide formal feedback via the ELA Survey in the spring of 2006. Expansion of this project will allow a greater number of DoDEA teachers to provide DoDEA feedback on DIBELS and the value of using a hand-held device to administer a literacy assessment instrument.

### **Process:**

The objective of the DIBELS project is to find a way to easily identify reading difficulties, align instruction to the needs of the students, and determine the value of using a hand-held device to administer a literacy assessment and to track reading progress.

The DIBELS project will involve a total of 150 teachers grades K-1; 50 teachers from elementary schools in the 3 Areas. Each teacher volunteering to participate in the project will be given a hard copy of the DIBELS Administration Kit and a hand-held device with the mCLASS DIBELS software installed. Required school, staff and student demographic information will be loaded into the hand-held device by Wireless Generation prior to the start of the project.

On-site 2-day training sessions for each participant will be conducted in the three Areas by trainers from Wireless Generation. Professional development days will be provided by HQ. Area and District ELA Liaisons, and SPED coordinators are encouraged to participate in the training and will also be provided a copy of the materials including the hand-held device.

- Day One: Focus on building awareness of the DIBELS, administration procedures including the follow-up benchmark and progress monitoring assessments, types of score reports, and interpretation of test results.
- Day Two: Focus on use of hand-held device in administration of DIBELS, generating reports, and syncing device to web for additional focused instruction strategies from leading reading experts.

Note: ELA Liaisons and SPED Coordinators are encouraged to participate in the training. Enough hand-held devices have been ordered to provide one to those ELA and SPED Coordinators who attend the training. Whenever possible, a technology person is also encouraged to attend the training.

On-site follow-up training will also be provided upon request from each area. Professional development days will be provided by HQ

**Scope:**

- Sites: The Area Deputy Directors have been requested to identify participating schools.
- Personnel involved: 50 teachers grades K-1 at elementary schools in each Area for a total of 150 teachers.
- At the expanding schools, the principal will discuss the DIBELS project with the FRS preferably prior to presenting the project to the faculty.
- Note: Naturally it would be most helpful in evaluating the effectiveness of the DIBELS and the hand-held device if there were an equal proportion of teachers across the grade levels, but since this is a voluntary project, we will work with those teachers who are willing to participate. Teachers who are willing to use DIBELS for the entire school year are encouraged to volunteer. Consideration should also be given to other assessment requirements before selecting volunteers.
- At this time licenses have been purchased for total of only 150 teachers (50 per area).

*mw*  
*SPD*

**List of All Schools Involved:**

* = Training Site DoDDS Pacific Phase II Schools	* = Training Site DoDDS Europe Phase II Schools	* = Training Site TBD DDESS Phase II Schools
*Osan ES (Korea)	*Feltwell ES	Diamond ES (SC/Ft. Stewart)
Humphreys ES (Korea)	Alconbury ES	Elliott ES
*Arnn ES (Japan)	*Landstuhl ES	Brittin ES
Lanham ES (Japan)	Kaiserslautern ES	Bowley ES (NC/Ft. Bragg)
Yokota West ES (Japan)		Butner ES
*Bob Hope ES (Okinawa)	Patch ES	Holbrook ES
	New sites may be added.	McNair ES
		Murray ES
		Barkley Es (KY/Ft. Campbell)
		Jackson ES
		Lincoln ES
		Lucas ES
<b>Phase I Schools, 2<sup>nd</sup> Year</b>	<b>Phase I Schools, 2<sup>nd</sup> Year</b>	<b>Phase I Schools, 2<sup>nd</sup> Year</b>
Seoul American ES (Korea)	Hainerberg ES	Quantico ES (VA)
Yokota East ES (Japan)	Ramstein ES	West Point ES (NY)
Bechtel ES (Okinawa)	Naples ES	Dahlgren ES (VA)
		Marshall ES (KY)
		Ft. Campbell ES (KY)

**Time Frame:**

- Training conducted in August/September 2006; materials (administration kit and hand-held device) distributed at training.
- Teachers use the DIBELS via the hand-held device for the assessment period.
- Select a number of students in each class who are struggling with reading and use DIBELS to determine effectiveness in pinpointing reading problem and targeting interventions.
- At the conclusion of the assessment period, teachers are encouraged to respond to a set of specific questions designed to gather information about the advantages/disadvantages of using a hand-held for the administration of an early literacy and initial impression about the effectiveness of the data reports. Information regarding the Help Desk support will be provided during the training by Wireless Generations.
- If a teacher decides not to continue, preference for participation will be given to teachers who volunteered but were not selected.

Recommendations for expansion of the project will be based on the feedback received and findings presented.

*PW  
SH*