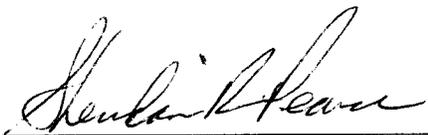


MEMORANDUM OF UNDERSTANDING BETWEEN
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS AND
FEDERAL EDUCATION ASSOCIATION

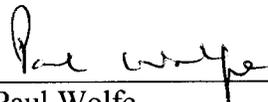
DoDEA Health and Physical Education Curriculum Implementation

The Department of Defense Dependents Schools (DoDDS) and the Federal Education Association (FEA) hereby agree to the following in adopting the new DoDEA Health and Physical Education Curriculum within DoDDS:

1. Management-directed training for this implementation will normally be held during the duty day. If training cannot be accomplished during the duty day, the parties agree that management and the FEA representative at the appropriate level will consult about the time, place and length of the training. Educators will be compensated for the time spent outside of the duty day in accordance with established practice.
2. The method for providing management-directed follow-up training related to the implementation of the DoDEA Health and Physical Education Curriculum will be determined locally at the area, district, or school levels. Options to consider include, but are not limited to:
 - district or school-based sessions during in-service days,
 - school-based individual training; or
 - individual review of materials, including web-based.
3. In attempting to resolve any disputes that arise, the parties agree to make every effort to resolve such disputes at the organizational level where they arise prior to forwarding them to the next level.
4. FEA will be given the opportunity to designate a representative on committees, task forces, work groups, etc. that involve bargaining unit members in accordance with currently established practice. It is understood that this representation does not constitute bargaining.



Sheridan R. Pearce
FEA President
January 19, 2007



Paul Wolfe
Human Resources Director, DoDEA
January 19, 2007

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY
Health Education and Physical Education
Eight-Year Implementation Plan

Timeline	Actions Leading to Implementation	Involvement
<p>School Year 2003-2004</p> <p>Oct 2003</p> <p>Jul 2004</p>	<p>Step 1: Program Evaluation Data Analysis by Headquarters</p> <p><u>Purpose:</u> All teachers of physical education were invited to participate in a survey of adopted instructional and resource materials. Findings indicated that adopted resources were successfully being implemented with the exception of technology and software. Additional professional development and software upgrades were needed.</p> <p>DoDEA has developed a course to meet a 2008 additional .5 Carnegie Unit high school graduation requirement in physical activity and nutrition (based on national trends) designed to counteract national trends towards increased obesity and Type II diabetes among youth.</p> <p><u>Activities/Audience:</u></p> <ul style="list-style-type: none"> • Coordinator meeting to plan for physical education new course development. • Summer work group to draft new physical education course syllabus. <p><u>Work Group Outcomes:</u> Build the capacity of teachers to collaborate on the development of a new physical education course syllabus and to identify the distinct outcomes of each required high school physical education course; Personal Fitness, Lifetime Sports and the new course focused on Physical Activity and Nutrition (PAN).</p>	<p>Oct 03 Teacher Association Representation at DoDEA Area Coordinator Meeting</p> <p>Jul 04 Teacher Association Representation at new physical education course development summer work group</p>
<p>School Year 2004-2005</p> <p>Oct 2004</p> <p>Jan 2005</p> <p>Jul 2005</p>	<p>Step 2: Standards, Curriculum and Assessment Development</p> <p><u>Purpose:</u> Write the health education and physical education content standards in accordance with DoDEA format and aligned to National Health Education Standards and National Standards for Physical Education.</p> <p><u>Activities/Audiences:</u></p> <ul style="list-style-type: none"> • Coordinator meeting to plan for new high school physical education required course implementation • Health education and physical education standards writing workgroups convened to review DoDEA existing performance standards and National Standards and rewrite using DoDEA content standards format. • Conduct technical evaluation to select health education materials <p><u>Work Group Outcomes:</u></p> <ul style="list-style-type: none"> • Build the capacity of standards writing grade level teams of teachers to complete PreK-12 content standards. • Build the capacity of selected teachers to review health education instructional materials in accordance with DoDEA criteria and conduct technical evaluation to 	<p>Oct 04 Teacher Association Representation at DoDEA Area Coordinator Meeting</p> <p>Jan 05 Teacher Association Representation at Standards Writing Workgroup</p> <p>Jul 05 Teacher Association Representation at summer health education Technical Review</p>

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	select materials.	
School Year 2005-2006	<p>Step 3: Standards, Curriculum, Assessment Roll Out</p> <p><u>Purpose:</u> Communicate the new health education and physical education content standards and aligned curriculum instructional materials to constituents and developed the professional development plan.</p>	Oct 05 Teacher Association Representation at DoDEA Area Coordinator Meeting
Oct 2005	<p><u>Activities/Audiences:</u></p> <ul style="list-style-type: none"> Coordinator meeting to plan for the curriculum buys and new physical education course implementation 	Mar-Apr 06 Teacher Association representation at Area-wide high school physical education pre-implementation training.
Jan 2006	<ul style="list-style-type: none"> Coordinator meeting to finalize plans for high school physical education pre-implementation training Build Blackboard curriculum communications components Establish health education and physical education Blackboard communities. Develop PreK-12 health education and PreK physical education pre implementation training modules for dissemination through Blackboard 	
Mar-Apr 2006	<ul style="list-style-type: none"> High School Physical Education Teachers Area wide face-to-face pre-implementation and PAN course training with consultants and experts. Coordinator meeting to plan for PreK-8 physical education and Pre-K- 12 health education pre-implementation training. 	Jun 06 Teacher Association Representation at DoDEA Area Coordinator Meeting
Jun 2006	<p><u>Training/Work Group Outcomes:</u></p> <ul style="list-style-type: none"> Area wide face to face High School Teacher Physical Education: Pre-Implementation and new PAN Course Training (Peachtree City, Germany, Okinawa) <ul style="list-style-type: none"> Introduce distinct course syllabi aligned to course standards developed for each HS physical education course Unit design for the new PAN course training Sample PAN unit training Technology training Assessment for Learning training QI Map Assessment rubric with descriptive criteria for standards based assessment. 	
School Year 2006-2007	<p>Step 4: Professional Development</p> <p><u>Purpose:</u> Provide and monitor professional development to support the renewed health education and physical education curriculum and newly adopted materials.</p>	
Aug 2006	<p><u>Activities/Audience:</u></p> <p>Physical Education</p> <ul style="list-style-type: none"> Pre-Kindergarten (Sure Start, PSCD and Pre-Kindergarten) Contract with Sportime/SPARK for development of an informational CD ROM to accompany each SPARK Early Childhood curriculum guide. 	
Oct 2006-Feb 2007	<ul style="list-style-type: none"> Elementary Grade K-5 Physical Education Specialist provided "face to- face" pre-implementation training with consultants and curriculum experts. 	Oct 06-Feb 07 Union Reps Invited Teacher Association representation at

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<p>Nov 2006 – May 2007</p>	<ul style="list-style-type: none"> • Middle Grades 6-8 Physical education specialist two-day "face to- face" pre-implementation training with consultants and curriculum experts • High School Grades 9-12 (Training held in Spring 06) <p>Health Education</p>	<p>Area-wide physical education pre-implementation training.</p>
<p>Oct 2006 – Feb 2007</p>	<ul style="list-style-type: none"> • Elementary (PreK-5): <ul style="list-style-type: none"> ○ Classroom teacher representative(s) from each school attend "train-the-trainer" health education pre-implementation training by consultant and curriculum experts. 	
<p>Oct 2006 – Feb 2007</p>	<ul style="list-style-type: none"> ○ Classroom teacher health education half-day pre-implementation face-to-face training provided by trained teacher(s) followed by a half-day of online training provided through the DoDEA Elementary Grade Blackboard Community. 	<p>Oct 06- Feb 07 Union Reps Invited Teacher Association representation at Area-wide health education pre-implementation training.</p>
<p>Oct 2006 – Feb 2007</p>	<ul style="list-style-type: none"> • Middle Grade (6-8) <ul style="list-style-type: none"> ○ Introduce, on Blackboard, Harcourt's health education pre-implementation grade level training modules. ○ Teachers of health education courses two-day "face-to-face" pre-implementation training with consultant and curriculum experts. 	
<p>Oct 2006 – Feb 2007</p>	<ul style="list-style-type: none"> • High School (9-12) <ul style="list-style-type: none"> ○ Introduce, on Blackboard, Harcourt's health education pre-implementation grade level training modules. ○ Teachers of Health education courses provided two-day "face to- face" pre-implementation training with consultant and curriculum experts. 	
	<p><u>Pre-Implementation/Area Coordinator Meeting Outcomes:</u></p> <ul style="list-style-type: none"> • Incorporate Blackboard training for the Health and PE Learning Communities. Provide a Blackboard tutorial for follow-up support. • Incorporate Rick Stiggins' Assessment for Learning principles in health education and physical education guide implementation training • Build the capacity of teachers to translate health education and physical education standards into clearly defined achievement targets • Build the capacity to navigate and utilize the DoDEA health education and physical education electronic curriculum guides (Summer 2007). 	

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<p>School Year 2007- 2012</p> <p>Mar 2008</p> <p>July 2008</p> <p>July 2008</p> <p>Aug 2008</p> <p>Sept. 2008</p> <p>Nov 2008 – Apr 2012</p>	<p>Step 5: Full Implementation, Refinement of Curriculum & Instructional Practices and Products, On-going Professional Development</p> <p><u>Purpose:</u> Communicate the health education and physical education programs to constituents. Provide on-going training and support for teachers through training in use of the curriculum guides.</p> <p>Additional Task Groups:</p> <ul style="list-style-type: none"> Area Coordinator meeting to review initial drafted curriculum guides and set dates and agenda for SY07-08 health education and physical education guide implementation training. Area Coordinator meeting to review final drafted health education curriculum guides and finalize plans for SY07-08 guide implementation training Area Coordinator meeting to review final drafted physical education curriculum guides and finalize plans for SY07-08 guide implementation training Coordinator meeting to finalize plans for curriculum guide training, program monitoring, and summer 2008 training. <p><u>Activities/Audience:</u></p> <ul style="list-style-type: none"> HQ refine communication and curriculum products on Blackboard. Complete Area-wide teacher training in the use of health education and physical education curriculum guides. Collect information via multiple approaches and procure, if necessary, supplementary buy items. Monitor secondary health education program implementation focusing on curriculum guide implementation, use of online resources, and assessment practices. Monitor physical education program implementation focusing on technology utilization, curriculum guide implementation, and assessment practices. Provide on-going training for Health and PE teachers use a variety of delivery methods to include internally and externally developed on-line modules. <p><i>Note: The QI Map is not used to collect individual teacher evaluation data.</i></p>	<p>March/Jul 2008 Union Reps Invited Teacher Association invited to attend Area Coordinator meeting to review final draft of health education and physical education curriculum guides.</p> <p>Oct 08 Teacher Association representation at health education and physical education specialist meeting for planning program monitoring and summer training.</p>
<p>School Year 2012-2013</p>	<p>Step 6: Program and Implementation Evaluation</p> <p><u>Purpose:</u> Use the Quality Indicator Map to internally assess</p>	<p>Oct 2012 Teacher Association</p>

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<p>Oct 2012</p> <p>Nov 2012 – Apr 2013</p>	<p>implementing the standards based curriculum and collect program implementation information for health education and physical education program improvement.</p> <p><u>Activities/Audience:</u></p> <ul style="list-style-type: none"> • Coordinator meeting to finalize plans for health education and physical education program evaluation and summer training. • Conduct interim and summative system wide program evaluation. Examine best practices associated with the implementation of DoDEA's health education and physical education standards-based curriculum, particularly looking for evidence of diagnostic assessment, use of online curriculum guides and other adopted technology resources, as well as, middle grade health education curriculum implementation. Summarize data collected and formulate recommendations for next steps in health education and physical education curriculum development and training. • HQ refines communications and products on Blackboard • <i>Note: The QI Map is not used to collect individual teacher evaluation data.</i> 	<p>representation at health education and physical education specialist meeting for planning program evaluation.</p>
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