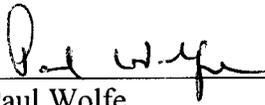


MEMORANDUM OF UNDERSTANDING  
BETWEEN  
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS  
AND FEDERAL EDUCATION ASSOCIATION

Implementation of Student Management Solution (SMS)  
Amendment to August 3, 2005, Memorandum of Understanding

The Department of Defense Dependents Schools and the Federal Education Association (FEA) hereby agree to amend their August 3, 2005, Memorandum of Understanding implementing the Student Management Solution (SMS) Program in accordance with the attached guidance.



Paul Wolfe  
Human Resources Director, DoDEA  
November 16, 2005



Sheridan R. Pearce  
FEA President  
November 16, 2005

## Priority Union Issue

### Topic: Student Management Solution (SMS)

#### Background and Purpose:

The purpose of this document is to provide information on the implementation of SMS within DoDEA. In recognition of the difficulties associated with the initial implementation of SMS, there is a need for further training on SMS-related issues and additional time for educators to fully utilize the SMS product. This supplements the August 3, 2005, paper on the same subject.

#### Process:

##### Teachers

At progress report time for second quarter, as appropriate:

There will be a two hour early release for all DoDDS teachers (K-12) for a brief training session on attendance and school-level decisions related to SMS. The remaining time will be used for SMS-related work.

Before second semester begins:

Secondary teachers in DoDDS will have an early release of one-half day for gradebook and for other SMS-related work.

Soon after the second semester begins (not later than February 28, 2006):

There will be one day provided for DoDDS secondary teachers for SMS-related issues. The first part of the day will be for SMS training using real databases and the remainder as a work day for teachers to set up their gradebooks for second semester and for other SMS-related work.

##### Nurses

Before second semester begins:

All DoDDS nurses will receive training during duty time on screens.

After second semester begins:

One day will be provided for a combination of training, bringing immunizations up-to-date, and other SMS-related work.

##### Scheduling Teams

Before second semester begins:

Teams (includes secondary principals and counselors) will receive SMS training.

##### Counselors

Before second semester begins:

Secondary counselors will receive just-in-time training from ET's to include transcripts and will have one day for transcripts, scheduling, and other SMS-related work.

After second semester begins:

Secondary counselors will receive just-in-time training from ET's to include scheduling.

