

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY

AND

FEDERAL EDUCATION ASSOCIATION – STATESIDE REGION

Memorandum of Understanding

**Pre-Implementation Use of Creative Curriculum Materials
(SY 2011-2012)**

The Department of Defense Education Activity (DoDEA), Department of Defense Elementary and Secondary School (DDESS) and the Federal Education Association – Stateside Region (FEASR),” hereby agree to the following concerning the pre implementation use of the updated Creative Curriculum materials:

- a. DoDEA/DDESS will provide teachers of DDESS Preschool and Preschool Services for Children with Disabilities(PSCD) with all the updated materials (a classroom kit and three additional ‘ebook’ DVDs) prior to the professional development planned for SY 2011/2012.
- b. Prior to the end of March 2012, DoDEA will provide all DDESS preschool teachers and PSCD teachers three days of uninterrupted training that will be conducted at the district level by consultants from ‘Teaching Strategies’ in accordance with the attached schedule. Release time will be given to teachers to complete the training.
- c. DODEA HQ will provide the FEA Director for DDESS the dates, times and location of the scheduled training sessions prior to the training.
- d. A Blackboard Community will be created to provide teachers with ‘on-demand’ access to support resources following the consultant training. The Agency will ensure all PreK educators and PSCD educators have an account to access the BlackBoard community prior to the scheduled training. Educators will be trained to access and utilize the Blackboard Community during the 3 day training experience. If training cannot be accomplished during the duty day, the parties agree that the district superintendent and local Association president will consult about the time, place and length of the training.
- e. During the pre-implementation process period, teachers will become familiar with and begin to use the updated materials with the understanding that full implementation will occur during the 2012-2013 school year. During the pre-implementation period administrators will refrain from directing or requiring the specific use of any part of the creative curriculum materials. This requirement will not impact current teacher performance expectations.

Jan 17/21/11

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- f. The Agency, DDESS PreK teachers, and DDESS PSCD teachers will use the pre-implementation period to identify concerns, problems and any associated technology issues.
- g. The parties agree to make every effort to resolve any disputes that arise at the organizational level where they arise prior to forwarding the matter to the next higher level.
- h. Prior to 15 May 2012, the Agency and the Association will meet and negotiate completion of the full implementation of the use of the Creative Curriculum materials for SY 2012 -2013. The Association will be authorized one bargaining unit member in addition to the FEA Director for DDESS in these negotiations that may occur by VTC. The Association may, at their discretion, have a second bargaining unit member in these discussions.

for Brad Cawes
 Lenoir Graham
 HR Director, DoDEA
 Date 1/10/2012

Christine Hill
 Dr. Christine Hill
 Deputy Chief of Curriculum
 Date 12/21/2011

Terry Arvidson
 Terry Arvidson
 FEA Director for DDESS
 Date 12-21-2011