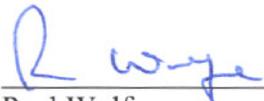


MEMORANDUM OF UNDERSTANDING  
BETWEEN  
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS  
AND FEDERAL EDUCATION ASSOCIATION  
(Developing English Language Arts Performance Standards)

The Department of Defense Dependents Schools and the Federal Education Association hereby agree to the following in developing English Language Arts Performance Standards.

1. Teacher volunteers will be solicited by the district or area liaison through the Principal in consultation with the FRS.
2. The names of teachers who volunteer to collect examples of student work and their school locations will be provided to the FEA.
3. A summary of teachers' feedback will be provided to the FEA.
4. Training provided to the volunteers will be held during the duty day.
5. Teachers who volunteer will provide the principals with the selected examples of student work. Principals will be responsible for sending the selected student samples to the area/district specialist.
6. 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.
7. Important Notes for the Process:
  - ◆ The student work developed in this process will in no way be used to evaluate teacher performance.
  - ◆ Neither teacher nor student names will be associated with specific work examples.
  - ◆ The request to an interested teacher in collecting student work should be made at least one month prior to the collection.
  - ◆ To ensure widespread opportunities, teachers will be asked to address only one task of their choice.
  - ◆ Specialists may assist in this process by demonstrating in classrooms, the sharing of the task with the students, and the collection and selection of student work.

  
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Ted Carlin  
FEA Vice President  
Date: 4/9/02

  
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Paul Wolfe  
Personnel Director, DoDEA  
Date: 4/9/02