

MEMORANDUM OF UNDERSTANDING BETWEEN  
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS AND  
FEDERAL EDUCATION ASSOCIATION  
(Developing Performance Standards for Students  
and DoDEA Visual Arts Curriculum Implementation)

The Department of Defense Dependents Schools (DoDDS) and the Federal Education Association (FEA) hereby agree that in adopting the new DoDEA Visual Arts curriculum, 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.

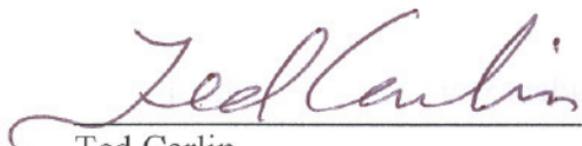
A. In developing Visual Arts Performance Standards for students:

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 social studies specialist.
6. 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 will 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.

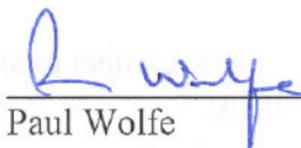
B. In implementing the new DoDEA Visual Arts Curriculum:

1. The method for providing follow-up training related to the implementation of the visual arts curriculum will be determined locally at the area, district, or school levels. Options to consider include, but are not limited to:
  - Area, district, or school -based sessions during in-service days,
  - Area or district-based sessions,
  - Area, district, or individual training using training packets/Internet/technology/CDs, or
  - District-based sessions during educators' days/conferences

2. 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.
3. In attempting to resolve any disputes that arise the parties agree to make every effort to resolve such disputes at the lowest possible organizational level prior to elevating the matter to the next higher level.
4. If there are any significant changes made to the action plan to implement the visual arts curriculum that will adversely impact on bargaining unit employees, the FEA will be provided the opportunity to request bargaining at the National level.



Ted Carlin  
FEA Vice President  
April 16, 2003



Paul Wolfe  
Personnel Director, DoDEA  
April 16, 2003