

**DEPARTMENT OF DEFENSE EDUCATION ACTIVITY
AND
FEDERAL EDUCATION ASSOCIATION**

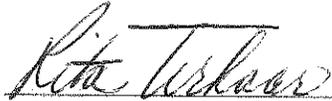
Memorandum of Understanding

**Ongoing professional development for the Revised English as a
Second Language (ESL) Standards, Language Proficiency Levels,
Assessment, and Curriculum**

The Department of Defense Education Activity (DoDEA) and the Federal Education Association (FEA), hereafter referred to as the "parties," hereby agree to the following guidelines concerning the ongoing professional development for the Revised English as a Second Language (ESL) Standards, Language Proficiency Levels, Assessment, and Curriculum for DoDDS schools in the FEA bargaining unit:

1. Professional development on the ESL standards, proficiency levels, and assessment, will include modules on curriculum texts, instructional planning resources and instructional data analysis. Professional development sessions are scheduled to commence in summer 2014 with one early return day, and two training days during the duty day in fall 2014. If teachers are not able to participate in the early return training in summer 2014, then a third training day will be added for only those teachers in fall 2014.
2. Educators participating in the training for the ESL Mathematics curriculum are expected to complete all of the training materials prior to use.
3. ESL educators are expected to utilize the new ESL Mathematics curriculum beginning SY 2014-2015 and will be required to teach according to the new ESL Standards.
4. ESL educators participating in the ESL professional development (summer/fall 2014) will report malfunctions to their supervisors. Upon repair of the system malfunction, ESL educators are expected to complete the training.
5. DoDDS educators in the FEA bargaining unit who were part of the ESL training may complete an optional evaluation to rate the quality of the training sessions.

6. Any instructions, FAQ's, or other guidance designed to implement or interpret this MOU will be negotiated to completion with the Association before they can be disseminated to the Areas, Districts or schools.
7. Every effort will be made to resolve disputes at the organizational level where they arise prior to forwarding the matter to the next higher level.



Rita Terhaar
Acting Director, Human Resources DoDEA



Mr. Chuck McCarter
FEA President

Date May 22, 2014

Date 5/5/14