

**Department of Defense Education Activity (DoDEA), Department of Defense Dependent
Schools (DODDS)**

AND

Federal Education Association

Memorandum of Understanding

**Revised English as a Second Language (ESL) Standards, Language Proficiency Levels and
Language Proficiency Assessment**

The Department of Defense Education Activity (DoDEA) has determined that the revised English as a Second Language (ESL) standards, proficiency levels, and English language assessment, Language Assessment System Links™ (LAS Links™) will be adopted and implemented in SY 2012-2013. These revised standards will replace the 1997 English language goals that are currently being used by DoDEA's ESL program. Additionally, the LAS Links™ test will replace the Idea Proficiency Test, 2004™ that is currently being used by DoDEA's ESL program. Each ESL teacher is required to complete two training modules: 1) Revised ESL Standards and Proficiency Levels, and 2) LAS Links™ English Language Proficiency Assessment.

The Area ESL Instructional Systems Specialist (ISS) will work with ESL staff to transition to using the 2006 TESOL language standards and proficiency levels, along with the LAS Links™ assessment. In order to successfully make this change, initial training sessions and on-going support training will be provided to ESL teachers. Additional support trainings will be provided, as needed given administrative approval.

DoDEA and the Federal Education Association (FEA) hereafter referred to as the 'parties', hereby agree to implementation of ESL standards, proficiency levels, and English language assessment, LAS Links™ as follows:

- 1) Adopt 2006 TESOL PreK-12 English Language Proficiency standards and proficiency levels in order to become aligned with national trends on teaching English language development.
- 2) Adopt the English language proficiency assessment, LAS Links™ to be used with English language learners as DoDEA's ESL placement assessment, progress monitoring tool, and as the ESL Alternate Assessment.
- 3) Online virtual training is available for all ESL teachers. Teachers who elect to complete the on-line virtual training prior to their scheduled teacher reporting day will be paid for two early return days.
- 4) ESL teachers not able to complete the online virtual training prior to their scheduled teacher reporting day will receive training in the following manner:

- a. ESL teachers in Heidelberg, Kaiserslautern, Bavaria, and Okinawa Districts will receive “face-to-face” training where the trainer and ESL teachers are physically in the same room. Teacher will be provided release time for the training
 - b. ESL teachers in the Isles, Korea and Japan Districts will receive face to face training via telepresence where available. Teacher will be provided release time for the training
 - c. If telepresence is not available at Isles, Korea or Japan Districts, ESL teachers will be required to take the online virtual training module and receive extra duty pay at two times their daily rate. Training will be completed outside duty hours and must be completed by September 15, 2012.
- 5) The Area ESL ISS will coordinate training with the District and local administrators for the face to face training.
 - 6) A Blackboard community will be available for all ESL teachers to participate in the virtual training and to access information about the ESL program transitions.
 - 7) Copies of participant enrollment per training session will be provided to the FEA President at the conclusion of the training sessions. The training plans will include participant’s names, the dates, and times of ESL trainings involving bargaining unit members.
 - 8) During this initial implementation year, educators will not have any aspect of their performance appraisal based on any feature of the new ESL standards and proficiency levels, and the LAS Links™ assessment.
 - 9) The parties agree to make every effort to resolve any disputes that arise at the organizational level prior to forwarding the matter to the next higher level.


Lenoir Graham
HR Director, DoDEA



Michael Priser
FEA President

8 August 2012
Date

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Date