

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

The Department of Defense Education Activity (DoDEA) and the Federal Education Association-Stateside Region (FEA-SR) hereby agree that in adopting the new DoDEA Visual Arts curriculum, FEA-SR will be given the opportunity to designate a representative on committees, task forces, work groups, etc. that involve bargaining unit members in accordance with Article 6, Section 8 of the Master Labor Agreement. It is understood that this representation does not constitute bargaining.

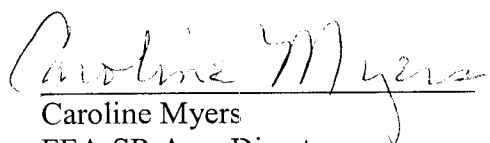
A. In developing Visual Arts Performance Standards for students:

1. Teacher volunteers will be solicited by the district or area liaison during the Fall through the Principal in consultation with the FEA-SR. Prior to selection, the teacher volunteering and the principal will discuss the estimated time needed to complete the process. Where principals of teachers who volunteer cannot ensure that sufficient time will be made available within the normal duty day for the teacher to complete the process, the teacher will not be selected to participate.
2. Training provided to the volunteers will be held during the duty day.
3. 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 visual arts specialist.
4. A summary of teachers' feedback will be provided to the FEA-SR.
5. 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.
 - ◆ 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:

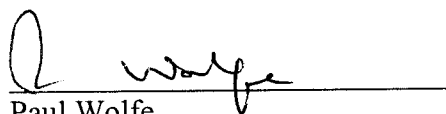
1. Management-directed training for this implementation will normally be held during the duty day. If training cannot be accomplished during the duty day, the parties agree that educators will be compensated for the time spent outside of the duty day in accordance with Article 18, Section 3.b. or c. of the Master Labor Agreement.

2. 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; or
 - Area, district, school, or individual training using training packets, Internet, technology, or CDs.
3. If unit employees are assigned "train-the-trainer" duties, adequate time to prepare for the delivery of the training will be provided during the normal duty day.
4. 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.
5. 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-SR will be provided the opportunity to request bargaining at the Area level.



Caroline Myers
FEA-SR Area Director
April 24, 2003

4/24/03



Paul Wolfe
Personnel Director, DoDEA
April 24, 2003