

Vera A. Hirsh, Assistant Superintendent  
Office of Human Resources, Recruiting  
and Performance Management

Enid Weisman, Assistant Superintendent  
Office of Human Resources, Recruiting, Performance  
Management and Labor Relations

**SUBJECT:       REQUEST FOR APPROVAL OF THE MEMORANDUM OF  
UNDERSTANDING (MOU) BETWEEN MIAMI-DADE COUNTY  
PUBLIC SCHOOLS (M-DCPS) AND THE UNITED TEACHERS OF  
DADE (UTD) TO FACILITATE THE ESTABLISHMENT AND  
IMPLEMENTATION OF THE INVESTING IN INNOVATION FUND (i3)  
GRANT**

**COMMITTEE:               SCHOOL SUPPORT ACCOUNTABILITY**

**LINK TO STRATEGIC  
FRAMEWORK:               SCHOOL/DISTRICT LEADERSHIP**

In accordance with provisions of the current labor contract, Florida law, and the provisions of the United States Department of Education, Investing In Innovation Fund (i3) which provides competitive grants to expand and develop innovative practices that can serve as models of best practices, Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade (UTD) have reached an agreement regarding the implementation of the awarded Investing In Innovation Fund grant. This program is a partnership with the University of Florida to provide Masters Degrees and/or Specialists Degrees in Early Childhood Education to selected teachers in grades Pre-Kindergarten through Third Grade. The program will provide enhanced early learning instruction to high-need students by offering the following components to selected teachers: 1) job-embedded Graduate Program participation 2) Teacher Facilitators and 3) Teacher Fellows.

**RECOMMENDED:**       That The School Board of Miami-Dade County, Florida, approve the attached M-DCPS/UTD Memorandum of Understanding (MOU) to establish and implement the Investing In Innovation Fund (i3) grant effective January 3, 2011.

VA/EW:am

**M-DCPS/UTD  
MEMORANDUM OF UNDERSTANDING (MOU)**

**Investing In Innovation Grant (i3)**

Pursuant to Article XXV – Incentive Pay Plans of the Miami-Dade County Public Schools/United Teachers of Dade contract, representatives from the Office of Grants Administration, the Office of Early Childhood Programs, the Office of Labor Relations and the United Teachers of Dade have met to discuss the implementation of a grant funded partnership with the University of Florida to provide Masters degrees or Specialist degrees with specialization in Early Childhood Education to selected teachers in Grades Pre-Kindergarten through Third.

This MOU confirms the collaborative agreement held between Miami-Dade County Public Schools and the United Teachers of Dade regarding the establishment and implementation of the Investing In Innovation (i3) Grant which consists of the following 3 components: 1) Job-Embedded Graduate Program Participants; 2) Teacher Fellow Facilitators; and 3) Teacher Fellows. Fifty (50) elementary or K-8 schools that volunteer to serve in either condition (treatment or control) will be selected. Twenty-five of the schools will be randomly assigned to serve as treatment schools and receive the graduate education, professional development services and participates in the program evaluation; 25 will be assigned to serve as control schools and will participate only in the program evaluation. Year 1 (2010-2011) of the grant is a planning year; Years 2-4 (2011-2014) are implementation years. The parties agree to the following provisions:

**1. Job-Embedded Graduate Program Participants**

- A total of 100 teachers currently assigned to grades Pre-K through 3 will be recruited to complete a Masters degree or an Educational Specialist degree.
- Teachers will be recruited in Cohorts of 50 each; Cohort I will begin in August 2011 and Cohort II will begin May 2012. Full-time permanent teachers will be given priority in the selection process.
- Teachers shall remain in full-time teaching positions in a Pre-K to third grade classroom in an i3 eligible treatment school while participating in the program.
- Teacher participants shall not voluntarily transfer during the program implementation period.
- Selected teachers must sign a Florida Master Teacher Initiative Graduate Participation Commitment letter stating that they will complete the degree program.
- Teachers who are terminated will no longer be eligible to participate in the program.
- Teachers who are not recommended for employment will no longer be eligible to participate in the program.
- Teachers on alternate assignments will have their eligibility determined on a case by case basis in collaboration with UTD.
- Teachers must maintain a 3.0 GPA average. Grades below a "C" must be retaken at participant's expense. If an Incomplete (I) is issued for a course, the participant will be dropped until they have successfully completed the course with a grade of "C" or higher.
- Teacher participants must meet entrance requirements to the university such as GRE scores and/or undergraduate GPAs.
- Tuition will be paid by the University of Florida as long as the participant meets the graduate program requirements. Courses funded by the grant will not be eligible for

tuition reimbursement. In the event that a participant must repeat a course and pay for course on their own, the participant may be eligible for tuition reimbursement per the standard policies for tuition reimbursement. The scholarship does not include books and course materials, estimated at \$500 total over the 2½ year graduate program. The scholarship will be renewed annually contingent upon available funding and participant compliance with requirements.

- Teachers currently in accredited graduate programs may apply to this program. However, credits earned through other graduate programs will not be accepted; participants must complete the full 39 credit hour program through the University of Florida graduate program.

## **2. Teacher Fellow Facilitators**

- Twenty-five of the graduate program participants per year will voluntarily serve as Teacher Fellow Facilitators during the 3 years of project implementation. The facilitators will provide support, coaching, in-service training and modeling of best practices to teachers engaged in inquiry projects/action research.
- Teacher Fellow Facilitators will provide all services after school hours to participating Teacher Fellows at the work sites to create an effective adult learning environment.
- Teacher Fellow Facilitators (TFF) will receive a yearly stipend of \$800, paid directly by the University of Florida, for leading, coaching and supporting teachers who are engaged in inquiry project/action research. Estimated time commitment per year is 44 hours.

## **3. Teacher Fellows**

- Up to 15 teachers per school (all grade levels), for a total of 375 teachers each year, will have the opportunity to conduct a year-long, job-embedded inquiry project/action research facilitated by the Teacher Fellow Facilitator at their school site.
- Any teacher who is not a Teacher Fellow Facilitator can be a Teacher Fellow.
- Teacher Fellows will receive support and conduct their inquiry project/action research after school hours.
- Teacher Fellows participate on a voluntary basis and must complete the list of requirements in the written agreement such as a year-long inquiry project/action research and preparation and presentation at the annual Learning Showcase in late spring.
- Teacher Fellows who complete the inquiry project/action research will be compensated with a stipend of \$400, paid directly by the University of Florida, and will receive Master Plan Points. The Teacher Fellows must sign an agreement letter and complete all requirements before the stipend is to be paid. Estimated time commitment per year is 22 hours.

## **Research Model Requirements**

- All teachers in the treatment and control schools will be asked to complete a brief survey (15-30 minutes) in the fall of 2011, 2012 and 2013.
- Graduate program participants in Cohort 1 (up to 50 individuals) and matched teachers (up to 50 individuals) in the control schools (e.g., similar years of experience and grade-levels being taught) will be observed using the Classroom Assessment Scoring System (CLASS) protocol once yearly. This protocol will be conducted by assessors hired and trained by the project evaluator, SRI International and will occur in the fall of 2011, 2012, and 2013. Implementation of each protocol is expected to last no longer than 3 hours. Matched teachers in control schools will receive an incentive of \$100 for their participation each year. This observation will not impact teacher performance evaluations.

- A sampling of Principals, Masters/Educational Specialist teachers and Teacher Fellows from participating schools will be interviewed by SRI in the spring of 2012 and 2013. Interviews are expected to last between 45-60 minutes and will be conducted during the teacher's work day.
- To protect confidentiality, no data with individual names (teachers, principals, professors, or students) will be shared with anyone outside the research team. Any and all data disseminated will be presented only in such a format that no participant can be identified.

**Program Renewal and Annual Review**

- The Investing In Innovation Grant Program is subject to on-going program evaluation, funding and reviews.
- The parties agree to meet and review the funding and implementation of this program annually or at the request of either party prior to the end of the school year.

DATED at Miami, Florida this \_\_\_\_ day of \_\_\_\_\_, 2011.

**THE SCHOOL BOARD OF MIAMI-DADE  
COUNTY, FLORIDA**

**UNITED TEACHERS OF DADE**

\_\_\_\_\_  
Ms. Perla Tabares Hantman      Date  
Chair

\_\_\_\_\_  
Ms. Karen Aronowitz      Date  
President

\_\_\_\_\_  
Dr. Lawrence S. Feldman      Date  
Vice Chair

\_\_\_\_\_  
Mr. Alberto M. Carvalho      Date  
Superintendent of Schools

APPROVED AS TO FORM

\_\_\_\_\_  
Mr. Walter J. Harvey  
School Board Attorney