

PERSONNEL SERVICES  
OCT 20 2011  
MDUSD



## **MEMORANDUM OF UNDERSTANDING**

### **Mt. Diablo Unified School District BTSA Induction Program**

**2011-2012 Academic Year**

This is a Memorandum of Understanding (MOU) between the Mt. Diablo Unified School District Induction Program and Queen of All Saints Elementary School, Concord, CA. The purpose of this MOU is to establish agreements and funding procedures for support provided by Mt. Diablo Unified School District Induction Program to Participating Teachers employed by Queen of All Saints Elementary School.

#### **ANTICIPATED OUTCOMES OF THIS AGREEMENT:**

1. To develop and enhance teacher capacity as defined by the California Standards for the Teaching Profession (CSTP).
2. To support Participating Teachers with the purpose of improving student achievement.
3. To facilitate ongoing professional growth.
4. To foster collaboration and leadership among educators.
5. To prepare Participating Teachers to complete program requirements to be recommended for a California Clear Credential.
6. To ensure continuous Induction Program improvement through ongoing research, development and evaluation.

#### **THE MDUSD INDUCTION PROGRAM AGREES TO:**

1. Provide a BTSA Induction Program Coordinator who will fulfill the roles and responsibilities outlined in the MDUSD Induction Handbook.
2. Consult with Queen of All Saints (including administration and the Participating Teacher) in reviewing the site's needs and resources in relation to new teacher induction.
3. Provide identified Participating Teachers with a highly trained and skilled Peer Coach who will provide contact and support on average of one hour a week as the Participating Teachers progress through the Induction process. Support will include assisting in deepening understanding of the CSTP, high-level pedagogical practices and universal access for all students, including English Language Learners and students with special needs.
4. Provide a linkage to state and local BTSA Induction Programs and fulfill state requirements for an Induction Program.

#### **QUEEN OF ALL SAINTS ELEMENTARY SCHOOL AGREES TO:**

1. Designate a site/district contact (e.g. principal) who will serve as liaison to Mt. Diablo Unified School District's BTSA Induction Program.
2. Identify and notify teachers who qualify for participation in the MDUSD BTSA Induction Program and communicate that information to MDUSD's BTSA

Induction Program Coordinator.

3. Provide each qualified BTSA Induction new teacher with a supportive environment.
4. Insure that all Participating Teachers and all district leaders sign this commitment form.
5. Insure that site administrator and Participating Teachers participate in program evaluation and research activities as required by the MDUSD BTSA Induction Program and the State of California.
6. Provide professional and other resources required for program implementation beyond those provided by MDUSD BTSA Induction Program.

7. **Provide \$4,000 per Participating Teacher. Payment will be made in two equal installments of \$2,000 each. Payment 1 will be due in full by December 1, 2011. Payment 2 will be due in full by February 14, 2012.**

*Brinda Duñad is responsible for payment.*

**Hold harmless:**

Both parties agree to indemnify, defend, and save harmless the other from any and all claims and losses resulting from the action of either organization's employees for any activity undertaken in this contract.

**Termination:**

- In the event that either party does not fulfill the terms of this agreement in a timely manner, the other party may terminate this agreement with a 30-day written notice to the breaching party.
- In the event that either party determines this agreement is no longer to be bound by the terms, termination may be made with a 30-day prior notice to the date of determination.

*Yveta Prince*  
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 Queen of All Saints Elementary School Principal 10/12/11  
Date

*Brinda de Duñad*  
 \_\_\_\_\_  
 Queen of All Saints Elementary School Participating Teacher 10/12/11  
Date

*Helen Giacobazzi*  
 \_\_\_\_\_  
 Helen Giacobazzi, Program Coordinator, MDUSD BTSA Induction Program 10/18/11  
Date

*Julie Braun Martin*  
 \_\_\_\_\_  
 Julie Braun Martin, Assistant Superintendent, MDUSD Personnel Services 10/24/11  
Date