

**Memorandum of Understanding
between the
Poway Unified School District
and the
Poway Federation of Teachers**

1. PFT and PUSD are committed to the professional learning and continuous improvement of all teachers, in order to fulfill the District's mission of College and Career Readiness for All. The parties also believe in the importance of fostering a district-wide collaborative culture. The Federation and the District further recognize the value of both system-wide and individual professional learning opportunities, based on District goals and targets, and on individual teaching and student learning needs. PFT and PUSD agree that Learning Support Services, school administrators, and teachers themselves share an important role in determining and designing differentiated professional learning opportunities to meet the above goals.

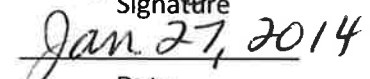
2. The parties task the joint PFT/PUSD Professional Learning Advisory Board (PLAB) with being well versed in research based best practices in professional learning, so they can foster a high quality, systemic, and coordinated approach to professional learning in PUSD. Specifically, the Professional Learning Advisory Board will do the following:

- Develop and sustain the certificated component of the *PUSD Professional Learning Plan* that:
 - Defines the elements of effective professional learning that lead to enhanced student learning
 - Serves as a guide for planning, implementation and self-evaluation of professional learning for individuals, sites, and the district
 - Reflects the current body of professional learning research
 - Supports professional learning opportunities aligned with the teacher/administrator evaluation process
 - Incorporates stakeholder voice
 - Provides easy access to resources
 - Provides a venue for idea sharing and interaction
 - Values cultural proficiency
 - Supports quality professional learning with sustainable funding
- Make professional learning recommendations to LSS and to the Superintendent when needed, as determined by the joint PFT/LSS Teaching and Learning Steering Committee on topics such as:
 - District Initiatives (e.g. Common Core, teacher evaluation, cultural proficiency, Changing the Way We Do School)
 - State and federally mandated professional learning programs and resources (e.g. Significant Disproportionality,)

- Professional development opportunities (e.g. Professional Growth Days, TLCs, alternative evaluation projects)
 - Govern the Teaching and Learning Cooperative Program (TLC), including making budgetary recommendations to the IBPS Team as needed.
3. LSS members on the PLAB Board will share information on District initiatives, State and federally mandated professional learning programs, and professional development opportunities with the PLAB at their regularly scheduled monthly meetings. PLAB members may offer to provide input and/or support to inform these decisions.
 4. In order to create shared responsibility and accountability, the LSS Co-chair and the PFT Co-chair will interface with the Associate Superintendent of LSS and the PFT President monthly to communicate the work of the PLAB Board. In turn, the Associate Superintendent of LSS and the PFT President will share this information with principals and with teachers.
 5. The Professional Learning Advisory Board will be composed of 4 PFT and 3 District members, selected by each party, with PFT members compensated on the Teacher Leadership Salary Schedule IV. In addition to the above members, a PFT Director and an LSS Director will serve as Co-Chairs of the Advisory Board.
 6. The Professional Learning Advisory Board will make recommendations to the IBPS Team regarding modifying their work schedule, structure, and PLAB Teacher Representative compensation to fulfill the responsibilities described above, to meet the evolving professional learning needs in PUSD.
 7. PFT and LSS will work together to establish a plan for district support and system-wide implementation of the Professional Learning Plan.
 8. This agreement will expire on June 30, 2014 and must be renewed by both parties.

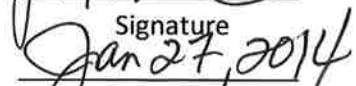
For the Federation


Signature


Date

For the District


Signature


Date