

MEMORANDUM OF UNDERSTANDING
between the
BELLEVUE EDUCATION ASSOCIATION
and the
BELLEVUE SCHOOL DISTRICT
regarding
CURRICULUM

Curriculum Development and Delivery

The District and Association have a mutual interest in obtaining, developing, and delivering a high quality curriculum in all subject areas. The expertise, insight, and creativity of the teacher are essential to the development and delivery of curriculum that meets the diverse needs of students. The parties share an interest in ensuring that course goals, unit goals, objectives, lessons, assessments, and materials are developed in a collaborative manner, to continually improve and maintain the integrity of a common, articulated curriculum.

Professional Judgment

Teachers will exercise professional judgment in determining when and how to modify, supplement, or replace a lesson to meet the needs of students and to achieve unit and lesson objectives. Teachers are encouraged to share modifications, supplementations and replacement lessons with their curriculum teams as a benefit to other teachers and in an ongoing effort to improve the curriculum.

If a teacher believes a series of lessons, substantial part of a unit, or common assessment will not meet the needs of his/her students and must be revised or replaced, he/she will notify the curriculum department and initiate the Curriculum Improvement Process. Until this process has produced an outcome in which most affected staff are confident, staff will not replace a substantial part of a unit and/or common assessments.

Curriculum Improvement Process

The development and delivery of curriculum is a collaborative process that includes teachers, curriculum developers, technology curriculum coaches, and administrators who will interact on a regular and ongoing basis to refine and improve the curriculum (e.g. course goals, unit goals, objectives, lessons, assessments, and materials). Teachers and/or curriculum department staff may convene teams for the purpose of collaboratively developing revisions and/or additions to the curriculum. Those convening a team will invite all staff to participate who are thought to be affected by the curriculum question(s) under consideration, including the developer/coach. The product will be shared with affected staff members for the purpose of soliciting input and feedback, which will be incorporated as deemed appropriate by the team. The team will submit the revisions to the affected staff members for final peer review before it can be included in the curriculum. Once the team has provided sufficient opportunity for input, the team will incorporate this input as determined to be appropriate and disseminate the resulting outcome to affected staff who will be asked to indicate confidence or no confidence in going forward with the outcome in question.

It is the intention of the parties that the process for sharing ideas will foster collaboration and recognize multiple viewpoints, including dissenting opinions, and include a variety of methods designed to be efficient and respectful of a teacher's time.

Agreed to this 4th day of September 2008

FOR THE DISTRICT:

FOR THE ASSOCIATION:

Spencer H. Welch
Executive Director of Human Resources

Michele Miller, President
Bellevue Education Association