



**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SCHOOL DISTRICT OF POLK COUNTY, FLORIDA
AND
THE POLK EDUCATION ASSOCIATION, INC.**

**POLK CATALYZE! MICRO-CREDENTIALING PROJECT BY
AVID ELECTIVE COHORT TEACHERS
2021-2022**

The **SCHOOL DISTRICT OF POLK COUNTY, FLORIDA** (D/B/A Polk County Public Schools) (PCPS/District) and the **POLK EDUCATION ASSOCIATION, INC.** (PEA) as evidenced by the respective signatures below, are parties hereto and agree to this Memorandum of Understanding (MOU) as more specifically set forth herein.

WHEREAS, the Polk Education Association, Inc. (PEA) is the certified bargaining agent for the School District of Polk County, Florida (D/B/A Polk County Public Schools) (PCPS); and the PCPS is the employer and party to the Teacher Collective Bargaining Agreement (CBA) with PEA; and,

WHEREAS, the Elementary and Secondary School Emergency Relief (ESSER 2) funds under the Coronavirus Aid, Relief, and Economic Security (CARES) Act are education stabilization funds provided to school districts to address the impacts that the Novel Coronavirus Disease 2019 (COVID-19) continues to have on schools in Florida; and,

WHEREAS, the parties agree that a cohort of up to twelve AVID (Advancement via Individual Determination) elective teachers (facilitators) of 11th and 12th grade students within nine secondary schools will be selected to facilitate the Polk Catalyze! Micro-Credentialing initiative.

NOW, THEREFORE, the parties agree to the following cohort expectations and stipend eligibility:

A. Cohort Selection:

Facilitators will be selected from among AVID elective teachers who instruct 11th and 12th grade AVID elective students during the 2021-2022 school year. Provisional Substitutes and Kelly Educational Services substitutes are not eligible to serve in the cohort.



**POLK COUNTY SCHOOL DISTRICT AND POLK EDUCATION ASSOCIATION
MEMORANDUM OF UNDERSTANDING
POLK CATALYZE! MICRO-CREDENTIALING PROJECT BY
AVID ELECTIVE COHORT TEACHERS**

AVID ELECTIVE SCHOOLS
1. Auburndale Senior High (3 teachers)
2. Bartow Senior High (2 teachers)
3. Haines City Senior High
4. Kathleen Senior High
5. Lake Gibson Senior High
6. Mulberry Senior High
7. Roosevelt Academy
8. Tenoroc Senior High
9. Winter Haven Senior High

B. Facilitator Duties and Expectations:

The expectations and participation requirements during and outside of the teacher's regular duty day (10-month 196 contract days) are outlined below.

1. Complete a 6 to 10-hour facilitator course for delivering micro-credential content and using the vsbl™ platform.
2. Manage the vsbl™ platform grading manually and upload 11th and 12th grade AVID students into the vsbl™ platform.
3. In addition to instructing on AVID curriculum, teachers will facilitate instruction, modeling, and implementation of the Education Design Lab's Critical Thinking badge-earning micro-credential curriculum for AVID elective students.
4. Provide the lab with ongoing feedback related to the user experience, adoption, and implementation, including specific data requests as noted below to understand the benefits and market value of the vsbl™ platform experience:
 - A. Value proposition
 - B. User Experience
 - C. Implementation process and time to deployment
 - D. Quality of the instructional experience



**POLK COUNTY SCHOOL DISTRICT AND POLK EDUCATION ASSOCIATION
MEMORANDUM OF UNDERSTANDING
POLK CATALYZE! MICRO-CREDENTIALING PROJECT BY
AVID ELECTIVE COHORT TEACHERS**

- E. Service and support
- F. Enrollment, retention, and completion outcomes including local employer internship and job opportunities (if available and appropriate)
- G. Testimonials

The Polk Catalyze! Micro-credentialing project will result in the evidence of 21st century skill mastery by 450 11th and 12th grade AVID elective students. The students will learn, practice, and reflect on the skills in the context of a job role. The students will demonstrate their skills through the completion of prescribed modules and practice through a workplace challenge. The students are then granted a digital badge after the facilitator, the AVID elective teacher, confirms the students' demonstrated skills. The badges are the technological artifact (proof) to colleges and employers that students have attained the skills they seek to enroll or employ. The badge can be used on resumes, LinkedIn, and other professional profiles.

C. Stipend Payment:

Upon verification of required activities and student participation, a one-time \$1,000 stipend will be paid June 30, 2022, subject to the applicable IRS tax rate. To receive payment facilitators must be employed on May 27, 2022, the last student attendance day.

In the event a teacher does not fulfill the year-long expectations outlined above and is released from the cohort due to failure to comply with program deliverables, and/or is no longer employed by the District, the stipend will be forfeited.

Staff not returning for the next school year (retirements, resignations, etc.) must maintain a current address in the *Staff Portal* to ensure receipt of the stipend payment.

This agreement will expire on June 30, 2022.



**POLK COUNTY SCHOOL DISTRICT AND POLK EDUCATION ASSOCIATION
MEMORANDUM OF UNDERSTANDING
POLK CATALYZE! MICRO-CREDENTIALING PROJECT BY
AVID ELECTIVE COHORT TEACHERS**

POLK EDUCATION ASSOCIATION

POLK COUNTY SCHOOL DISTRICT

By: 
**Stephanie Yocum
President**

By: 
**Frederick R. Heid
Superintendent**

5/23/22
Date

5/23/22
Date

- c: Joe McNaughton, Associate Superintendent, Chief Academic Officer
- John Hill, Regional Assistant Superintendent, High Schools
- Andrew Baldwin, Senior Director, Federal Programs
- Steven Cochran, Senior Director, Workforce Education & Multiple Pathways
- Cheryl Joe, Senior Director, Professional Development
- Buffy Williams, Senior Coordinator, Professional Development
- Personnel Department, Human Resource Services Division
- Payroll Department, Business Services Division