

**Memorandum of Understanding
Bangor School Department and University of Maine Educational Leadership Program
Partnership to Develop an Educational Leadership Academy**

April 7, 2016

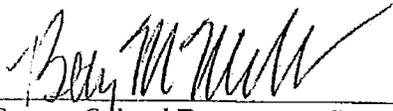
The University of Maine Educational Leadership Program and the Bangor School Department are entering into a partnership, called the Bangor Educational Leadership Academy, to provide educators in Bangor with a regional group cohort experience to work towards a Master's of Educational Leadership from August 2016 through August 2020. The targeted enrollment is approximately 12-15 educational leadership students (current teachers seeking their M.Ed. and possibly current administrators seeking their CAS). This memorandum documents our mutual understandings about the program and the parties' responsibilities.

University of Maine Commitments:

- The University of Maine will operate its M.Ed. and CAS offerings in a four year cohort model from August 2016 through August 2020.
- The University of Maine will provide a separate regional group track that is specifically and exclusively established for Bangor School Department (BSD) educators to pursue their M.Ed. and CAS.
- The University of Maine will offer the regional group classes, which are held twice per month during a weekday from 5:00-7:00, at a Bangor School Department school building in Bangor, Maine, as coordinated with the Bangor School Department Superintendent.
- The University of Maine will offer the cohort wide classes, which are held once per month on Saturdays from 8:30-2:30, at the University of Maine campus in Orono, Maine.
- The University of Maine will provide the same structure and basic coursework as other M.Ed. and CAS cohort students, however, the faculty will hold meetings with the Bangor School Department Superintendent at least once per semester (Fall, Spring, and Summer) to discuss upcoming curriculum being covered by the University of Maine, as well as to incorporate professional development and school improvement efforts being implemented within the Bangor School Department.
- The University of Maine will provide the instructors of record, however, the University of Maine instructor will work to incorporate 1-2 guest lectures each semester from a current Bangor School Department administrator to help with instructional alignment.
- The University of Maine will work collaboratively with the Bangor School Department to conduct a yearly evaluation (once in each August of the four year collaboration) to reflect on the program. These evaluations will be intended to support future collaborations with the Bangor School Department as well as to be presented to the Maine Legislature, either through the Task Force on School Leadership or through the Maine Educational Policy Research Institute.
- The University of Maine will work collaboratively with the Bangor School Department to present these evaluations and findings at various research conferences, including but not limited to the New England Educational Research Organization (NEERO), the University Council for Educational Administration (UCEA), and the American Educational Research Association (AERA).

Bangor School Department Commitments:

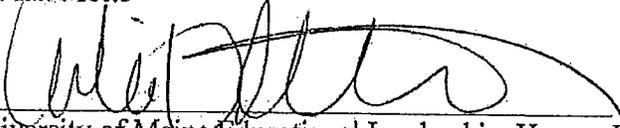
- The Bangor School Department will provide 12-15 students to enroll as a regional group for the four year cohort model from August 2016 through August 2020.
- The Bangor School Department will support each of the 12-15 students by paying for their four yearly cohort classes according to the terms of the collective bargaining agreements between the employees and the Bangor School Committee. This support will be in the form of three graduate level courses, or nine graduate level credits, per year.
- If enrollment for the Administration and Leadership Academy drops below 10 students, the University of Maine will not be required to continue to offer courses.
- The Bangor School Department will pay for the four additional elective courses, according to the terms of the collective bargaining agreement between the employees and the Bangor School Committee, held outside of the cohort model that are needed for principal certification; this can be accomplished either working collaboratively with the University of Maine Educational Leadership faculty to establish these courses offered as additional coursework within the four year period, or after the four year period.
- The Bangor School Department will be responsible to recruit and select their own leaders in the Educational Leadership Academy pipeline program, however, all selected educators must submit a required University of Maine graduate school application as well as complete either the MAT or GRE (a University of Maine Graduate School requirement). Application and submission of test scores to the University of Maine Graduate School must be completed prior to 12 credits being completed by students.
- The Bangor School Department will support the selected Educational Leadership Academy educators by providing them with administrative mentors within their school building or district level mentorship, depending on if a student is pursuing a M.Ed. or a CAS.
- The Bangor School Department will work collaboratively with the University of Maine faculty by participating in meetings held at least once per semester (Fall, Spring, and Summer), to discuss upcoming curriculum being covered by the University of Maine, as well as to incorporate professional development and school improvement efforts being implemented within the Bangor School Department.
- The Bangor School Department will work collaboratively with the University of Maine faculty to provide 1-2 guest lectures each semester from a current Bangor School Department administrator to help with instructional alignment.
- The Bangor School Department will work collaboratively with the University of Maine to conduct a yearly evaluation (once in each August of the four year collaboration) to reflect on the program. These evaluations will be intended to support future collaborations with the University of Maine as well as to be presented to the Maine Legislature, either through the Task Force on School Leadership or through the Maine Educational Policy Research Institute.
- The Bangor School Department will work collaboratively with the University of Maine to present these evaluations and findings at various research conferences, including but not limited to the New England Educational Research Organization (NEERO), the University Council for Educational Administration (UCEA), and the American Educational Research Association (AERA).



Bangor School Department Superintendent
Dr. Betsy Webb



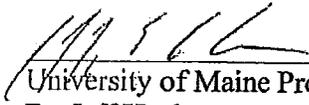
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5/6/16