

Exhibit A

**MEMORANDUM OF AGREEMENT
BETWEEN
INTERCULTURAL DEVELOPMENT RESEARCH ASSOCIATION
AND
ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT
2009-2010**

Collaboration and Purpose

The Intercultural Development Research Association (IDRA) of San Antonio, Texas and the Ector County Independent School District (Ector County ISD) agree to collaborate in planning and implementing IDRA's Coca-Cola Valued Youth Program during the period of July 1, 2009 through June 30, 2010. The Coca-Cola Valued Youth Program has as its major goal the reduction of dropout rates.

Roles and Responsibilities

Ector County ISD agrees to implement the program in two high schools. Ector County ISD agrees to:

- Schedule and participate in staff training and technical assistance provided by IDRA; at different phases of the Coca-Cola Valued Youth Program, sessions will include some or all of the implementation team (program administrator, principals, teacher/coordinators, a representative of the receiving elementary teachers, family liaison and evaluation liaison);
- Provide for the collection of data, such as project participants' dropout rates, achievement scores and grades, absences and disciplinary action referrals for the Coca-Cola Valued Youth Program evaluation and research;
- Pay tutors at least minimum wages for a minimum of four hours weekly; and
- Identify a parent liaison/trainer who will conduct outreach and training of the Coca-Cola Valued Youth Program students' parents.

Ms. Janet Baker, District Instructional Office and Curriculum Instruction, or an appointee, will serve as Ector County ISD's program administrator. In that capacity, she will select the school and personnel to participate in the Coca-Cola Valued Youth Program and provide the leadership and supervision necessary to the success of the program.

Services provided by IDRA:

- Training and Technical Assistance which includes three Implementation Team Meetings, on-going observations, case studies, sites observations, a Leadership Forum; and a Video Conference
- Evaluation of two high schools;
- Provide Year-End Evaluation Report; and
- Program Materials - tutor workbooks, end-of-year certificates and all other materials associated with training and technical assistance.

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Student Identification

On August 15, 2009, Ector County ISD will identify up to 25 students in each high school or up to 50 students to participate in the Coca-Cola Valued Youth Program according to the following pupil characteristics: (1) has a high propensity to drop out of school, (2) has been retained in grade at least once, (3) reads two or more years below grade level, (4) is not active in extra-curricular activities, (5) has higher absenteeism and/or disciplinary referrals than the district average, and (6) has no specific, set goals for a future career or post-secondary training.

Program Design

High school students in at-risk situations at the two high schools will serve as tutors at (elementary school to be determined). Tutoring will take place for one school period a day, four days a week. Tutoring sessions, together with a fifth-day class in the high school, will form part of a course offered as elective credit. The Coca-Cola Valued Youth Program will schedule role models to interact with students at least three times a year. Student tutors, either by themselves or with their tutees, will take a minimum of two field trips to local sites of cultural, economic or academic importance.

Finally, parents of student tutors will be involved in reviewing the Coca-Cola Valued Youth Program and learning about the role which they can play in their child's program. A minimum of two parent meetings will be conducted on such topics as:

- The Key Elements of the Coca-Cola Valued Youth Program; and
- Questions and Answers About School.

This agreement is in effect for a one-year period. Either party may cancel this agreement at the end of each year upon written notification to the other party.

Intercultural Development
Research Association

Ector County Independent School District

By _____
María Robledo Montecel, Ph.D.
President & CEO

By _____
Ms. Janet Baker
District Instructional Office and
Curriculum Instruction

Date

Date