

Memorandum of Understanding
between
ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT
and
ODESSA COLLEGE
Teacher Residencies

Parties: This Memorandum of Understanding (MOU) is entered into on August 19, 2025 between Odessa College, an agency authorized under the laws of the State of Texas, and Ector County Independent School District (hereinafter "ISD" or "District") for the purposes stated herein; individually, ISD and Odessa College may be referred to as Party, and collectively as Parties.

Whereas, the parties to this MOU desire to continue their support of Odessa College clinical teachers, serving elementary and secondary grade-levels, for the completion of the clinical teaching experience required by the State of Texas and the State Board for Educator Certification for the certification of teachers.

Purpose: The purpose of this agreement is to articulate the goals of the Partnership and to specify each Party's responsibilities associated with implementing the Odessa College yearlong residency program and to improve educator preparation, with the end goal of improving ISD student achievement.

Collaborative goals:

Working together, the Partnership shall design, implement, and continuously improve a high-quality teacher residency. The Partnership's collaborative goals include the following:

- Commit to the principles of high-quality residency programs
- Recruit and prepare residents in certification areas to meet district hiring needs
- Align program focus and resources with school improvement strategies, including by embedding university strengths and expertise inside PK-12 schools
- Engage in shared continuous learning to improve the Partnership and residency outcomes, ensuring that data sharing agreements, outcomes of interest, and interpretive lenses serve the Partnership's collaborative goals

Definitions (per TAC 228.2):

Campus Supervisor: A school administrator or designee responsible for the annual performance appraisal of an intern or a candidate pursuing a residency certificate

Co-teaching: A practice in which two or more teachers share instructional responsibility for a single group of students to address specific content and related learning objectives through a variety of approaches that best support the students' learning needs.

Host Teacher: For a teacher resident candidate, an educator who is jointly assigned by the EPP (Educator Preparation Program) and the campus administrator who supports the candidate through co-teaching and coaching during their residency field placement. To be a host teacher, the following qualifications must be met:

- at least 3 creditable years of teaching experience
- an accomplished educator, as determined by the EPP in partnership with the district or campus administration, and shown, by:
 - at least 3 years of proficient or above proficient ratings on teacher evaluations;
 - demonstrated evidence of positive impact on student learning as determined by a set of student growth and/or achievement data agreed upon by the partnership; and
 - Other dispositional criteria prioritized by the residency partnerships;
- trained by the EPP, including training in co-teaching strategies and how to coach and mentor teacher candidates, at least twice per school year, including before or within three weeks after being assigned as a host teacher;
- Not assigned to the candidate as a field supervisor; and
- Valid certification in the certification category for the residency assignment for which the residency candidate is seeking certification.

Residency: A supervised educator assignment for an entire school year through a partnership between an EPP and a public school accredited by the TEA or other school approved by the TEA for this purpose that may lead to completion of an enhanced standard certificate.

Field Supervisor (Site Coordinator): A currently certified educator, who preferably has advanced credentials, hired by the EPP to observe candidates, monitor their performance, and provide constructive feedback to improve their effectiveness as educators;

- who is an accomplished educator as shown by student learning;
- who is not employed by the same school where the teacher candidate being supervised is completing his or her clinical teaching;
- who has been trained by the EPP as a field supervisor;
- for a supervisor of residency candidates, trained annually by the EPP in coaching and co-teaching strategies and candidate evaluation and participation in school and/or district trainings, as determined by the district partner
- who has completed TEA-approved training OR is a currently certified Texas Teacher Evaluation and Support System (T-TESS) appraiser;
- who is not assigned to the candidate as a mentor, cooperating teacher, or site supervisor;
- who has at least three (3) years of experience in the class (in this case, teacher) in which supervision is provided; OR has experience as a campus-level administrator and who holds a current certificate that is appropriate for a principal assignment

- who has valid certification in the class (in this case, teacher) in which supervision is provided, OR at least a master's degree in the academic area or field related to the certification class for which supervision is being provided

Shared responsibilities:

- Form a governance committee to jointly develop, monitor, and revise the residency program model and structures. The committee shall:
 - Include key leaders and other stakeholders from both Odessa College and the District.
 - Meet at least quarterly on shared agenda items, addressing both short-term needs and long-term planning to achieve the ultimate goals of the partnership.
 - Develop shared program processes and responsibilities including process for selecting residency sites, host teachers, and residents.
- Odessa College and ISD will each appoint a coordinator for the residency program, who will maintain further communication for adjustments and trouble-shooting throughout the year.
- Co-develop a timeline for recruitment, selection, and placement of residents and host teachers including: initial screenings and criteria, resident and host teacher applications, selection protocols, resident placement and hiring process.
- Collaboratively recruit prospective future teachers to the teacher preparation program
- Ensure that the resident is supervised in all residency experiences by a team comprised of a host teacher, the campus principal, and Odessa College assigned site coordinator. Supervision shall meet the requirements as described in the residency handbook and TAC 228.
- Upon completion of the program, complete an evaluation of the residents eligibility for initial certification
- Direct employees, under the party's control, to perform obligations under this Agreement

Odessa College responsibilities:

- Recommend for placement only those candidates who have met the requirements established by the EPP
- Request placements that align with the certification area and grade span for the resident.
- Require residents to abide by and uphold the regulations and responsibilities contained within the Odessa College Residency handbook, Odessa College policies, the Texas Educator Code of Ethics, FERPA, and the ISD Policies and Procedures. In the event of student misconduct that violates criminal law or requires disciplinary action, all applicable ISD and Odessa College policies will be followed.
- Provide a residency handbook that explains the program for all stakeholders; includes expectations of Odessa College and ISD personnel who work with teacher candidates, and Odessa College contact information.
- Provide an orientation to include training for host teachers.
- Recruit and train qualified Field Supervisors/Site Coordinators. The site coordinators will conduct observations as required by TAC 228 using the TTESS Observation Instrument.

Copies of each observation will be provided to the observed resident and the host teacher.

- Provide teacher residents, field supervisors/site coordinators, host teachers, and ISD personnel access to curriculum requirements, evaluation forms, project descriptions, handbooks, calendars, schedules, or any other documentation or materials necessary to effectively facilitate and support the resident during the yearlong residency.
- Use residents' assessment data to modify and adjust teacher education programs to better foster graduates' mastery of competencies.
- To the extent that Odessa College has access to student education records, they shall not use such education records for any purpose other than the performance of this Agreement and in accordance with FERPA.

Ector County ISD responsibilities:

- Provide placement opportunities for residents in schools with strong mentor teachers and administrators for the purpose of providing the best residency experience possible.
- Support residents with the administrations of PK-12 student perception surveys for the purposes of professional learning.
- Permit residents to video record themselves in compliance with all District policies as they deliver instruction for the purpose of licensure, self-reflection, and personal professional development. All personally identifiable information for students shall be excluded.
- Offer to employ qualified residents as District employees, at the District's sole discretion, with a schedule agreed upon by Odessa College and the District. Residents will be due the normal rights and responsibilities of district employees.
- Not recruit teacher candidates or clinical teachers away from the program as teachers of record prior to their completion of the full teacher education program.
- Utilize residents as substitute teachers only when necessary and in compliance with the policy communicated in the Yearlong Residency handbook.
- Participate in quarterly governance meetings between school administrators, district administrators, and Odessa College personnel to analyze program strengths and weaknesses and determine next steps.
- Assist Odessa College with assessment and feedback of individual residents and of the clinical experience program by completing assessment forms provided by Odessa College.
- Identify a district point of contact for the placement of residents, identification of host teachers, and to serve as the key liaison between Odessa College and the District.
- In accordance with the schedule agreed upon by Odessa College and the District, the District will allow residents to attend required seminars and other courses and provide support as needed to complete required seminar assignments.
- Provide access to District resources including but not limited to curriculum documents, email, online resources, libraries, forms, student records, and professional development opportunities.
- Direct host teachers and campus supervisors to complete all assessments of residents in the platform designated by Odessa College.

PERIOD OF PERFORMANCE

The term of this Agreement shall commence September 1, 2025 and terminate August 31, 2026, unless otherwise extended by mutual written agreement of the parties.

DISPUTE RESOLUTION

Odessa College will use the Texas Government Code, Chapter 2260's dispute resolution process to attempt to resolve any claim for breach of contract arising under this Agreement that is not resolved in the ordinary course of business.

Odessa College and Ector County ISD do not waive sovereign immunity by their execution of or by any conduct of their respective representatives under this agreement, and the dispute resolution process does not affect Odessa College's or Ector County ISD's right to assert all claims and defenses in a lawsuit arising from or related to this Agreement.

GOVERNING LAW

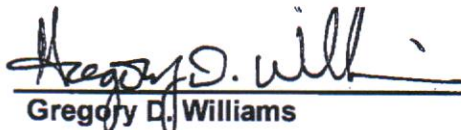
This Agreement will be governed and construed in accordance with the laws of the State of Texas. Venue for any claim arising under this agreement will be the state courts of Ector County, Texas.

AGREEMENT MODIFICATION

An amendment to change the terms of this Agreement will be valid only if the change is made in writing and approved by mutual agreement of authorized representatives of both parties. The contract period may be extended by mutual agreement of parties, which may be communicated by email/letter, and will not require a formal modification of the Agreement.

Keeley Boyer

Superintendent of Schools


Gregory D. Williams

President of Odessa College

Date

Date

