

**MEMORANDUM OF UNDERSTANDING
BETWEEN
WAYLAND BAPTIST
UNIVERSITY AND
PLAINVIEW INDEPENDENT SCHOOL
DISTRICT**

This Memorandum of Understanding (MOU) is entered into Wayland Baptist University (WBU) and the Plainview Independent School District).

Purpose of the Memorandum of Understanding

The purpose of this Memorandum of Understanding is to outline the mutual responsibilities of Wayland Baptist University and the Plainview Independent School District. Agreements in the MOU are contingent upon Plainview ISD being notified of approval with all items established.

Goal of the WBU Principal Leadership Candidate Preparation Program

The goal of the WBU Principal/Superintendent Leadership Candidate Preparation Program is to identify, prepare and develop high-performing teachers with demonstrated leadership potential to successfully transition to positions of formal school leadership. Teachers selected for the program will graduate with an M.Ed. in educational leadership or, for certification-only seeking candidates, with the knowledge and skills needed to apply for principal certification. In addition, this pathway will also assist the candidates with Principal certification seeking Superintendent certification. The Leadership program is virtual and can accommodate working candidates through online video/learning. Through the WBU Leadership program, the PISD, in partnership with WBU, seeks to meet the growing need for campus-level and district administrators who are passionate about making a difference, and are also well prepared to lead in the complex educational, sociological and economic environments of our global society.

Agreement for Services

Wayland Baptist University will:

- Oversee degree and certification coursework requirements as well as relevant field experiences.
- Designate a staff member to serve as liaison and primary contact for this program.
- Monitor data of candidates in their leadership roles.
- Evaluate progress and make changes to ensure the success of candidates; this will include at least one joint/collaborative site visit and debrief with the candidate, the university supervisor, and the campus supervisor (principal) and/or the district liaison.
- Coordinate with district staff to assist with the recruiting, screening, and selection of cohort participants.
- Provide ongoing learning opportunities such as professional learning network meetings, special events, and guest speakers for current candidates and program alumni.
- Convene debrief/PLC sessions for campus principal coaches on a monthly basis to ensure alignment of site supervisor and university supervisor coaching, activities, and approaches.
- Provide financial aid pathways for each admitted Leadership candidate.

The Plainview Independent School District will:

- Recruit high-performing teachers to apply for the program and collaborate with WBU in screening and selecting cohort participants.
- For screened and selected candidates the candidate has performed to expectations in year one, provide a full-time, paid residency (practicum) experience in year two under the guidance of a district-identified exemplar principal.
- Ensure that the site supervisor (principal coach) engages the resident (in year two) in coaching sessions and attends monthly WBU-District Partner Mentor PLCs.
- The superintendent, or a designee, will serve as the program contact.
- Provide (internally or via funding through an ESC) AEL and T-TESS training for candidates.
- Provide WBU with ongoing feedback and data for the purpose of continuous improvement and program evaluation.
- If the candidate is hired as an administrator following the residency year, provide ongoing coaching and mentoring in the first year of administrative work by an exemplar campus principal coach.

Term and Termination

This Memorandum of Understanding will be in effect beginning first day of classes in the WBU 2025-26 school year and in effect through August 31, 2025.

Services shall be provided under this MOU agreement without regard to race, color, national origin, religion, gender, sexual orientation, disability, or political affiliation of participants.

Executed this _____ day of _____ 2022

Dr. Sarah Hartman, Dean
College of Education
Wayland Baptist University

Dr. Rachel Long
Plainview Independent School District

Date

Date

WBU Dean of Graduate Studies

Date