This memorandum of Understanding between the Friendship Education Foundation’s Institute for the Advancement of Teaching (FIAT) and Dillard University has been entered into in order to advance the quality of K-12 education in the U.S. and thereby in the Friendship Aspire Academies and to facilitate the involvement of Dillard University and its students and graduates in that broader national effort.

The partnership is founded on a common understanding that fifty years of reform effort in education, health, living standards and the justice system, while leading to progress for the African American community and all Black and Brown communities, has not led to fundamental change. The education gap between African Americans and Caucasians today is greater than it was in 1978. In 1978 8% of African Americans and 16% of Caucasians had 4 years or more of college education. In 2018, 22% of African Americans and 37% of Caucasians had BA degrees (In the interim, the census changed the metric). In 1978, the median middle class African American household wealth was $7,000, and middleclass Caucasian was $70,000. In 2018 the comparable figures were $14,000 and $140,000. In each case progress can be celebrated but the gaps remain.

This partnership also is founded on the common belief that systemic change has to begin with education and with a collaborative effort between all levels of education to advance three major changes:

1. The nation needs an expanded and more diverse education profession so that all students experience the diversity of our society amongst the teachers whom they encounter. The students in our schools today will be the first Americans to live in an America in which no race is a majority.
2. The nation needs a stronger teaching profession to ensure that the students they educate graduate not just college and career ready but passionate learners and entrepreneurs committed to transforming their society, not just replicating it.
3. The K-12 Profession needs to work intentionally to create greater national respect for the education profession through the standards they set and meet, the pride of profession they exhibit, the community leadership they exercise and the quality of education they deliver to their students.
To further these ends through the partnerships with Dillard University, the Friendship Institute for the Advancement of Teaching will:

1. Propose and seek approval for the opportunity to offer to Dillard University students one or more courses at its expense that will help those students see the important context in which education exists in our society and stimulate their interest in education as a career and/or as a citizen.
2. Offer Dillard University students in-service opportunity to experience directly the excitement of teaching.
3. Offer up to ten Dillard University students annually, giving preference to students who complete successfully one or more of the FIAT courses and who are or become interested in a career in K-12 education, opportunities to be guest participants in FIAT professional development programs, including in-service training opportunities, praxis exam preparation, certification activities, and weekend symposia.
4. Work with other Dillard University Partners to enhance the options available for Dillard students interested in a career in K-12 education.

To further these ends through the partnerships with FIAT, Dillard University will:

1. Open the course approval process for FIAT to submit courses to be reviewed and negotiated about under the same terms as regular courses, with the explicit understanding that the Dillard faculty have the exclusive authority to approve or reject any such proposals.
2. If courses are approved, to facilitate the distribution of information about the courses to students.
3. If courses are approved, to submit, when requested, FIAT faculty for possible appointments as uncompensated or “dollar-a-year” Dillard University adjunct faculty.
4. Facilitate conversation between FIAT and other Dillard partners to explore how the interests of Dillard students, the University, the other partners and FIAT might be further advanced.
5. Explore the possibility of articulated agreements between FIAT certificate candidates and recipients and Dillard University graduate programs.
6. Explore future possibilities for joint Dillard-FIAT activities that would advance the overall effort to build a K-12 education system that transforms, not just replicates America.

To advance the goals and intent of this partnership, each party will appoint one or more individuals to serve as liaison directors for the partnership.

This Partnership agreement will be reviewed and renewed annually with either party suggesting revisions or additions for consideration at that time. Either part may terminate the agreement to be effective at such time as that termination has no negative consequences for the completion of the work of any Dillard University student or FIAT participant.

Dr. Yolanda W. Page  
Vice President for Academic Affairs  
Dillard University  
Date 8/31/2020

Mr. Joe H. Harris III  
National Executive Director  
Friendship Education Foundation  
Date ________________
Name: Ralph W. Johnson
Title: Vice President for Business and Finance/CFO
Date: __________________________

Name: Brendan Greene
Title: Legal Counsel
Date: __________________________