

EMERGENCY RESOLUTION OF VISION 2020 COMMISSION'S INSTRUCTIONAL ACCOUNTABILITY AND SUPPORT COMMITTEE

WHEREAS, THE *VISION 2020 COMMISSION* WAS CREATED TO ASSIST THE TANGIPAOA PARISH SCHOOL BOARD IN *the development of effective approaches to long-range planning for the school system's instructional and support functions; and*

WHEREAS, THE *VISION 2020 COMMISSION'S STEERING COMMITTEE HAS ESTABLISHED THE INSTRUCTIONAL ACCOUNTABILITY AND SUPPORT COMMITTEE AND TASKED IT WITH DEVELOPING A STRATEGIC PLAN TO IMPROVE STUDENT PERFORMANCE THROUGH THE USE OF DATA-DRIVEN STRATEGIES RELATED TO INSTRUCTIONAL ACCOUNTABILITY AND SUPPORT; AND*

WHEREAS, OUR COMMITTEE'S WORK HAS REVEALED THE FOLLOWING FACTS THUS FAR:

- 1) MULTIPLE NATIONAL STUDIES OVER THE LAST DECADE POINT TO A HIGH CORRELATION BETWEEN TEACHER QUALITY AND STUDENT ACADEMIC ACHIEVEMENT. IN FACT, MANY STUDIES POINT TO TEACHER QUALITY AS THE MOST SIGNIFICANT FACTOR THAT IMPACTS THE PACE OF IMPROVED STUDENT PERFORMANCE IN ANY GIVEN YEAR.
- 2) RECENT STUDIES HAVE ALSO FOUND HIGH TURNOVER RATES AT SCHOOLS HAVE A DISRUPTIVE EFFECT ON STUDENT PERFORMANCE, PARTICULARLY IN HIGH-POVERTY SCHOOLS.
- 3) TANGIPAOA PARISH HAS LOST APPROXIMATELY 320 TEACHERS EACH YEAR FOR THE LAST 3 YEARS. THESE TEACHERS HAVE EITHER LEFT TANGIPAOA TO TEACH IN OTHER SCHOOL SYSTEMS OR LEFT THE PROFESSION ALL TOGETHER.
- 4) THE HIGH VOLUME OF TEACHER DEPARTURES IN THE LAST FEW YEARS HAS REACHED CRISIS PROPORTIONS.
- 5) IN THE SCHOOL YEAR 2015-2016, THE INABILITY OF OUR SCHOOL SYSTEM TO RECRUIT & RETAIN EXPERIENCED CERTIFIED TEACHERS TO TEACH IN ITS CLASSROOMS RESULTED IN **194** TEACHING POSITIONS BEING FILLED BY SUBSTITUTE OR UNCERTIFIED TEACHERS FOR AT LEAST SOME PORTION OF THE SCHOOL YEAR.
- 6) EXIT INTERVIEWS CONDUCTED WITH MANY OF THESE DEPARTING TEACHERS INDICATE THAT SOME OF THEM ARE LEAVING FOR THE HIGHER SALARIES OFFERED BY TANGIPAOA'S NEIGHBORING DISTRICTS.
- 7) OTHER DEPARTING TEACHERS HAVE POINTED TO THE NEED FOR A MORE COMPREHENSIVE AND STRATEGIC APPROACH TO SUPPORTING THE SYSTEM'S CLASSROOM TEACHERS.
- 8) THE SYSTEM HAS STUDIED AND USED EFFECTIVE DATA-DRIVEN TEACHER SUPPORT STRATEGIES IN THE PAST LIKE **TAP** AND **TANGI FIRST**. HOWEVER, THESE PROGRAMS HAD LIMITED SCOPE AND WERE PRIMARILY FUNDED WITH LIMITED GRANT FUNDING; AND

WHEREAS, AN IMMEDIATE, COMPREHENSIVE AND SUSTAINED EFFORT MUST BE MADE TO RECRUIT AND RETAIN HIGH QUALITY TEACHERS IN TPSS CLASSROOMS. THIS EFFORT SHOULD INCLUDE:

- 1) INCREASE STAFFING ALLOTMENT BASED ON ECONOMICALLY DISADVANTAGED SCHOOL RANKINGS, (SMALLER TEACHER-STUDENT RATIOS),
- 2) TEACHER SALARIES THAT ARE COMPETITIVE WITH OUR NEIGHBORING DISTRICTS,
- 3) PRAXIS PREPARATION AND SUPPORT FOR QUALITY UNCERTIFIED TEACHERS,
- 4) JOB EMBEDDED COLLABORATION AND QUALITY PROFESSIONAL DEVELOPMENT,
- 5) MORE ART, MUSIC, LIBRARY/MEDIA SPECIALISTS, AND "PULL-OUT" TEACHERS,
- 6) TEACHER COACHES AND MENTORS,
- 7) ACADEMIC COUNSELORS AT EVERY SCHOOL,
- 8) CLASSROOM-BASED INTERVENTIONIST AT EVERY SCHOOL THAT INCLUDES GRADES K-3.

WHEREAS, TPSS DOES NOT CURRENTLY HAVE A RECURRING SOURCE OF REVENUE THAT CAN BE DEDICATED , A COMPREHENSIVE AND SUSTAINED EFFORT TO RECRUIT AND RETAIN HIGH QUALITY TEACHERS IN TPSS CLASSROOMS; AND

WHEREAS, THIS COMMITTEE CANNOT CONTINUE TO DEVELOP A COMPREHENSIVE AND SUSTAINED EFFORT TO RECRUIT AND RETAIN HIGH QUALITY TEACHERS IN TPSS CLASSROOMS *WITHOUT KNOWING WHAT FUNDS WILL BE MADE AVAILABLE ANNUALLY TO IMPLEMENT SUCH A PLAN.*

NOW THEREFORE, IT IS RESOLVED; THAT *VISION 2020 COMMISSION'S INSTRUCTIONAL ACCOUNTABILITY AND SUPPORT COMMITTEE REQUESTS THAT THE VISION 2020 COMMISSION SEND TO THE TPSB AN EMERGENCY REQUEST THAT THEY IDENTIFY A RECURRING SOURCE OF REVENUE DEDICATED TO A COMPREHENSIVE AND SUSTAINED EFFORT TO RECRUIT AND RETAIN HIGH QUALITY TEACHERS IN TPSS CLASSROOMS THROUGHOUT THE PARISH.*

BE IT FURTHER RESOLVED; THAT THIS REQUEST BE SENT TO THE TPSB ALONG WITH A REQUEST THAT THEY RESPOND WITH ALL DELIBERATE SPEED SO THAT THE WORK OF THIS COMMITTEE CAN CONTINUE.

STATE OF LOUISIANA

PARISH OF TANGIPAHOA

WE, THE CO-CHAIRS OF THE *INSTRUCTIONAL ACCOUNTABILITY AND SUPPORT COMMITTEE* OF THE VISION 2020 COMMISSION, DO HEREBY CERTIFY THAT THE FOREGOING IS A TRUE AND CORRECT COPY OF A RESOLUTION OF THE COMMITTEE, ADOPTED AT ITS MEETING HELD ON MAY _____ 2017.
