

Vibrant Schools Tacoma Coalition

Community Voices for Student Success

A Stronger Teachers' Contract for Stronger Schools

Great teaching is the key to student success in Tacoma Public Schools. It's time to support educators and raise student achievement by bringing community voices into discussions about a critical document – the collective bargaining agreement for teachers in Tacoma Public Schools.

The teachers' contract shapes the operation of Tacoma Public Schools in a huge way. It will be in force for the next three years guiding services to students and accounts for the largest expense of taxpayer money in the district. Now is the time to weigh in on this critical document because it will be ratified this August.

Vibrant Schools Tacoma Coalition exists to bring community voices into the contract discussion. We are families, teachers, taxpayers, administrators, students, and community leaders speaking up for a contract that makes student achievement the top priority for our district.

Area	Coalition-Supported Changes to Contract	Public Support*
Teacher Support & Development	<ol style="list-style-type: none"> 1. Increased collaboration time for teachers with peers 2. Expanded mentoring & coaching programs for teachers 3. Robust, ongoing cultural competence training that is directly linked to student learning and responsive to the diversity of the school and community 	<ol style="list-style-type: none"> 1. 82% 2. 83% 3. 73%
Performance & Evaluation	<ol style="list-style-type: none"> 4. Expand teacher evaluation process to include principal and peer observation, cultural competency, professional development, and multiple measures of student learning (vs. principal observation only) 5. Teacher evaluation (as described above) as a significant factor in staffing decisions, including placement, transfers, and layoffs (vs. seniority only) 6. Clear strategy for identifying and removing our chronically underperforming teachers out of the system 	<ol style="list-style-type: none"> 4. 85% 5. 80% 6. 86%
Compensation & Career Opportunities	<ol style="list-style-type: none"> 7. Opportunities for increased compensation based on additional responsibilities, subject matter expertise in hard-to-staff areas, placement in high-need schools, and performance (vs. seniority & credentialing only) 8. New pathways and sources of teacher talent 9. Redesign of salary schedule to recruit excellent teachers 	<ol style="list-style-type: none"> 7. 81% 8. 72% 9. 75%

* As measured by poll of 501 registered voters in Tacoma Public Schools, April 19 – 21, 2011. Margin of error +/- 4.4%.

Coalition Members:

Allen Renaissance • Asia Pacific Cultural Center • Asian Pacific-Islander Coalition of Pierce County
 Black Education Strategy Roundtable • Cambodia Women Network Association • Cross Cultural Collaborative of Pierce County
 Korean American Association of Tacoma • League of Education Voters • Manumalo Community Development Council
 Multicultural Self-Sufficiency Movement • NAACP Education Committee – Tacoma Branch • Northwest Leadership Foundation
 Partnership for Learning • Peace Community Center • Pierce County Hispanic Chamber of Commerce • Practical Solutions
 Samoa Nurses of Washington • Stand for Children – Tacoma Chapter • Tacoma-Pierce County Black Collective

**List updated as additional members are added.*

Thank you for advocating on behalf of all of our students in Tacoma.