

Tenets of the Rockwood National Education Association

Committed to providing a quality educational experience for students by ensuring educational professionals are respected and supported in their crucial work with students

- **Protect Members' Careers and Student Programs:** The core of quality education is the relationship between the student and the professional educators with whom they interact on a daily basis. This core is enhanced by the myriad of opportunities students have to choose from as they explore their interests, compliment their strengths and enhance their opportunities for improvement. Students need a meaningful relationship with certificated staff (e.g. classroom teachers and counselors), supported by reasonable class sizes. Students also need access to a wide range of experiences that compliment them as individuals. As such, the jobs of educational professionals working to maximize student learning need to be protected from further budgetary cuts.
- **Competitive Compensation:** It is the rightful expectation of the Rockwood community that our students excel academically. Rockwood students routinely score in the top five of St. Louis County school districts. In parallel, it is the rightful expectation of Rockwood educators that they receive competitive salaries, placing them in the top quartile of county school districts. Research establishes that the quality of a student's educational experience is directly related to the quality of the classroom teacher. To ensure that Rockwood recruits and retains quality educators that make possible the achievement of high expectations, the district needs to prioritize its financial model to provide competitive salaries to current and future employees. The current financial model that endorses a high fund balance and Triple-A bond rating above quality educators is an insult and in contrast to the primary task of a public school system: to provide a quality educational product to students and families.
- **Supportive Instructional Processes:** Students and teachers require meaningful curricula aligned to state and national standards. In addition, educators require the professional development and instructional materials necessary to deliver that curriculum. To ensure student learning is relevant in our rapidly-changing world, the curriculum and supporting materials, including technology, need to be revised in a timely manner with teacher input.

- **Professional Dialogue:** The practical wisdom of the counselor, teacher and librarian must be honored in conversations regarding the direction of a school, department or the district as a whole. Involving educators in short and long term planning greatly enhances the opportunity that those plans will be successful in implementation. While the expertise of administration is necessary to create overall vision and direction, the considered perspective of the classroom practitioner will ensure that vision and direction is meaningful in the day-to-day experience of a student.

Role and Responsibility of an Association Representative

Association Reps (ARs) are the strength and power of the RNEA. They are the vital link between the members in your building and the RNEA.

AR's Major Roles

- Advocate – Your AR(s) is/are the RNEA at the building level. They represent the RNEA's interests with members and building administrators. They are the advocate/representative for individual members in meetings with building administrators.
- Communicator – They should keep members informed of RNEA activities and actively listen to member concerns.
- Organizer – They should promote unified membership in the RNEA, Missouri NEA and NEA. They should help identify potential RNEA leaders to become involved in local, state and national activities.

AR's Responsibilities

- They attend monthly AR meetings to receive information and participate in RNEA decision-making.
- They should inform members about RNEA, Missouri NEA or NEA information and activities.
- They collaborate with building administrators regarding building issues and RNEA contract matters in required monthly meetings.
- They represent individual members (when requested by the member) in meetings with building administrators and provide members with information relevant to their employment.
- They communicate member concerns to the RNEA President.
- They encourage potential RNEA leaders to become involved in RNEA activities.
- They maintain the RNEA Bulletin Board – There is an RNEA bulletin board in each building.
- They hold Building Meetings periodically to keep you informed.
- They share and use the results of the School Climate Survey to inspire a collaborative, professional dialogue within your building



Major Changes in MSIP 5 as a result of Consensus Points from the Regional Advisory Committee Process

- Resource and process standards will be reviewed, revised and brought to the Board for consideration in a new rule by August 2012.
- Stakeholders will be involved in the development of the scoring guide, including establishing state standards, based on a process developed with the assistance of the Steering Committee.
- Language in the rule was changed or clarified to address concerns with:
 - the annual review of data
 - the use of multiple years of data for all decisions
 - the form of the Comprehensive School Improvement Plan
 - allowing credit for students placed in employment directly related to career technical training
 - adding approved dual credit
 - removing gender as an accountable sub-group
- The “reportable only measures” were removed from the Annual Performance Report.
- The classification appeal window was changed from 30 to 60 calendar days.
- Reduced the number of required assessments.
- Fine Arts and Physical Education grade-level assessments are not included in the assessment plan. Revision of the Process and Resource standards will address the critical importance of these content areas.

Below are specific concerns expressed at the St. Louis Regional Advisory Committee Meetings.

- The high number of assessments at the high school level
- The College and Career Readiness areas
- The use of online assessments, especially for smaller district that may not have the resources to give these test to entire classes at a time.

For additional information on the 5th Cycle of MSIP, go to <http://dese.mo.gov/qs/MSIP5.html>

