



A Union of Professionals

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Dear Members,

At the Board meeting last night, a Memorandum of Understanding (MOU) was agreed upon by the Douglas County School Board, District, and Union. This agreement is a commitment to work in **partnership** with the American Federation of Teachers (AFT) and our local DCF teachers to develop a continuous improvement model for teacher development and evaluation. This model will include multiple measures of teacher performance and student learning. The model will be used to revise our current performance pay program.

This MOU was an important step in moving forward as a team, a team dedicated to doing what is best for our students and staff. Randi Weingarten, our National AFT President, recently spoke at the National Press Club in Washington D.C., where she stated she would like “to suggest a new path forward—toward a 21st-century education system, a serious and comprehensive reform plan to transform our schools, ensure great teaching, and prepare our children for productive, successful and meaningful lives.” I have attached the entire speech and encourage you to read it.

In order for this process to be successful, your union needs your input and involvement. We are asking for teachers to become active participants in making DCSD – a great school district - even better for students, parents, and staff. We need our members, who are experts in their fields, to help with this revised model. To find out how you can help, please contact Courtney Smith at Courtney.Smith@dcsdk12.org or 303-688-3381.

I commend the Board for agreeing to this **partnership** and believe we are moving in the right direction for the students and staff of Douglas County School District.

Yours in Solidarity,

Brenda Smith, President