

Tenets of the Rockwood NEA

We are 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, counselors, librarians, etc.), 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.