

The DPS Executive Limitations (EL) Proposal Limits Teacher and Family Voice



Read below for more information on how this proposed policy could limit a school's ability to meet the unique needs of its students, families, and educators:



1

Innovation empowers educators

"Our Innovation status is important to me because it allows for our shared leadership model - which promotes strong teacher empowerment, teacher leadership, and a more broadly shared vision for our school. I have never been at a school with a stronger teacher culture and this would not be possible without our Innovation in shared leadership."

- Innovation ELD Teacher

The EL proposal suggests that, in order to be for Innovation schools, you must also be against teachers' rights. However, Innovation schools believe deeply in empowering and supporting teachers.

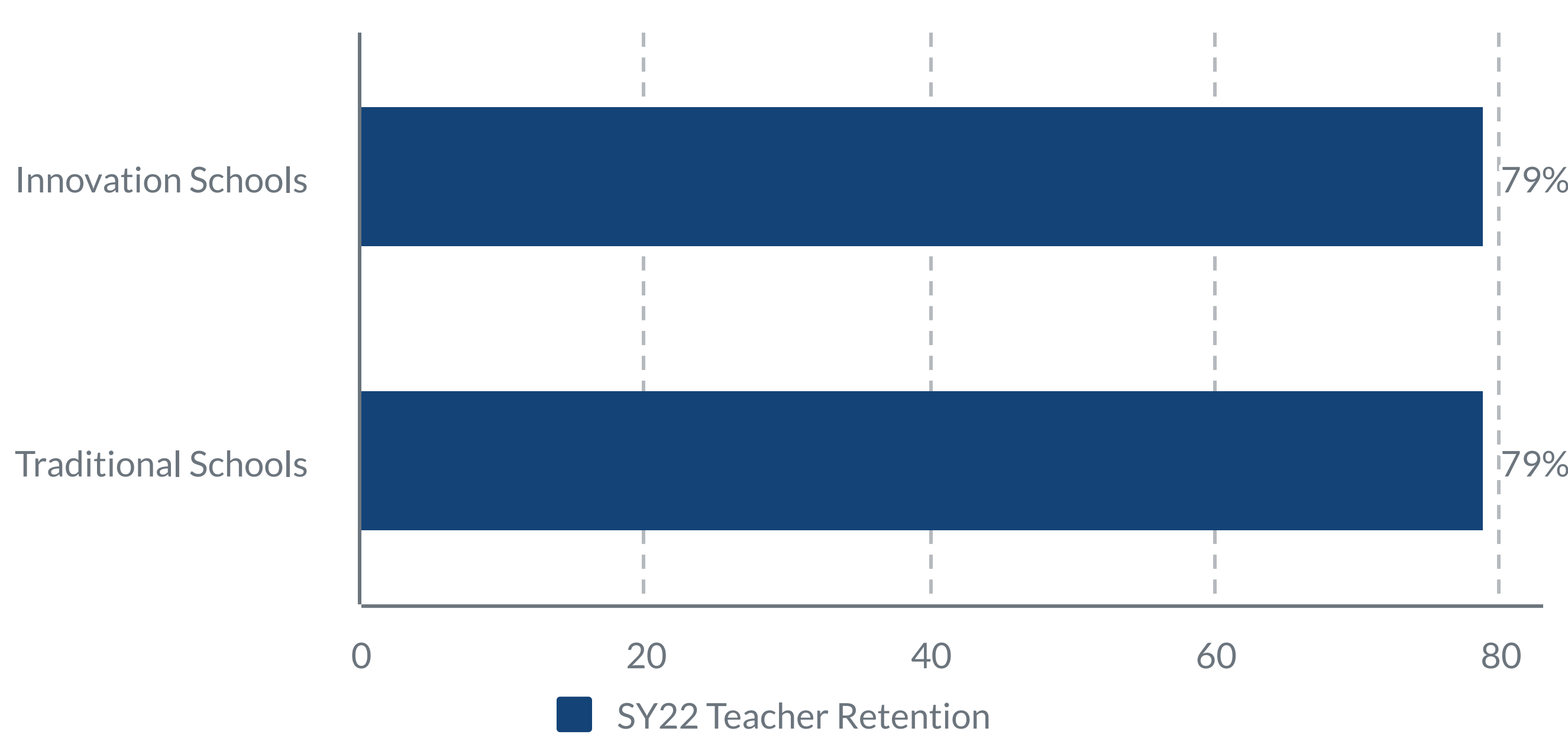


2

Innovation teachers have rights

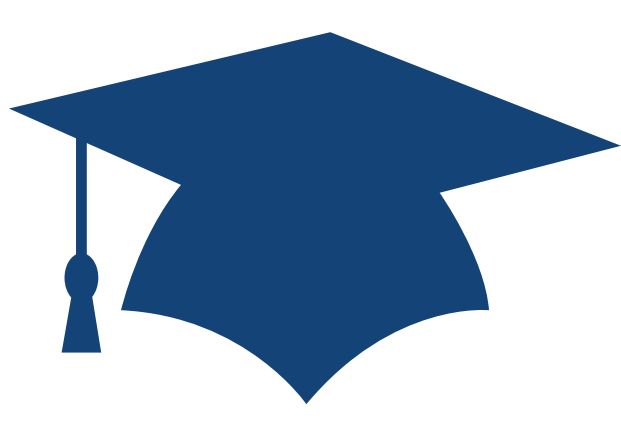
In waiving out of any policy, Innovation schools must detail how they will meet the original intent of the policy/union clause. Teachers and communities have a voice in defining these replacement policies through the Innovation review and renewal process. Additionally, in order for a school to implement an Innovation plan - regardless of what waivers are included - classroom teachers must first vote to approve the plan. After teacher approval, the DPS and State Boards of Education must also review and approve the plan. No school leader can unilaterally create and implement an Innovation plan.

Data shows that the use of replacement policies don't affect teacher retention:



60%

Waivers of a collective bargaining agreement shall be approved based on a vote of at least sixty (60) percent of the members of the affected collective bargaining agreement.



3

Every school is unique

"Our plan is written by the principal, teachers and our community with accountability in place... this being a dual language school means it inherently has different needs from a traditional program and taking away the flexibility and teacher voice will greatly hinder the efficacy of this school and the experience/education of our children."

- Quote from Innovation Parent

This EL proposal would apply the same set of rules to all schools, regardless of how things are going at the school. The truth is that every school is different, and has different needs. Waivers are one tool in a broader toolbox that schools can use to meet those needs. Removing that tool entirely - even when it is working effectively - has the potential to harm more than it helps.



4

This proposal violates the intent of state law

The Innovation Schools Act (2008) was established to provide schools with the ability to request flexibility and make decisions at the school level. The EL proposal could severely hinder the ability of educators in DPS to innovate and utilize flexibilities in order to support students and staff.

Innovation Schools Act - 22-32.5-102(c):

"In tailoring the delivery of educational services, it is also important that the persons delivering those services, the principal of the public school and the faculty employed at that school, have the maximum degree of flexibility possible to determine the most effective and efficient manner in which to meet their students' needs..."

Now is the time to make your voice heard!

- Ask around your school community to understand how the school uses Innovation to support students and staff.
- Join the [Innovation Town Hall](#) on March 9th at 5 p.m.