

Vote Yes for Senate Bill 4

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"A 17 Year DISD parent and Volunteer"

Ladies and Gentlemen

I have 2 kids, a son that graduated from DISD and is attending University of California San Diego and a daughter that currently attends high school in DISD.

I ask you to vote yes for Senate Bill 4 so we can finally begin to hold our administrators, principals and teachers accountable for student achievement.

I am angry and frustrated by the extent of the problem with ineffective administrators, principals and teachers in our state. I am even more frustrated that it is a well known problem and we continually do nothing about it. Ask any respected educator and they will tell you that clearly the number 1 issue that keeps us from offering a quality education to the kids is the fact that it is almost impossible to remove ineffective personnel.

You tell me why---that in a right to work state---trying to eliminate ineffective teachers can cost the Dallas Independent School District anywhere from \$30,000 to \$70,000 per teacher (it is rumored to be a \$5M per year budget item) and be a 2 year ordeal of grievance hearings, only to have these ineffective teachers move to another school or 'promoted' out of the teaching profession into an administrative position.

This my friends is the proverbial elephant in the room---all of us talk about the money, the countless volunteer hours, and all of the other sacrifices that we make all in the name of educating the kids---but at the end of the day---this isn't about the kids, this is a dance between labor, administrators and elected officials to keep the adults in jobs and make those jobs, jobs for life---we really don't care about the kids---but we certainly go home every night, look into the mirror and tell ourselves that we are doing the right thing for the kids.

Our children deserve to learn from the best and most committed teachers.

All of you agree privately that this is the right policy for our children!! Politically it will be hard for you to vote yes for the kids because it will be unpopular with the adults. Change is difficult, accountability is difficult, people losing their jobs is difficult---but I have to ask you, is our business about keeping poor performing adults in jobs even at the expense of costing our kids quality of life??

A vote for change tells the world that Texas recognizes and honors effective personnel and we want the best for our kids.

A vote against tells our effective teachers why bother to work so hard---and puts the word out to the world---if you want to be the best---Don't consider moving your Company to Texas or teaching in Texas---we are simply a Jobs shop that lacks the political will to reform.

Some of us have been lucky enough to be touched by a passionate and effective teacher that changed our lives. Let's give our kids in Texas the same chance, I ask you again to find the political will to do the right thing and vote yes to Senate Bill 4 and truly make a difference in the lives of our children.

Respectfully,

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