

Good evening. I am David Quolke, President of the Cleveland Teachers Union. At the last Board Meeting I asked Board members to go to schools and talk to teachers, paraprofessionals, and related service providers and ask them if they feel like this district views them as leaders and with respect. Ask them if the district is delivering on the promises they made. Ask them if this district values their input or if it is more top down and heavy handed than ever. Ask them if they feel our teacher evaluation system, our compensation system or our professional development system “INVESTS” in our educators and are being implemented fairly. From what I have heard – none of you have taken up that offer or actually talked to the people that work in our schools and classrooms educating Cleveland’s kids. So tonight – my colleagues and I are here together to stand before you and let you know that the antics and de-professionalization continues and the district’s current actions are now forcing you to also go back on the promises and commitments that you voted on in 2013 and 2014.

I am here, no we are here, to ask you to put an end to CEO Gordon’s and the CAO Pierre-Farid’s endless teacher bashing. I ask you again, don’t believe what the CAO and CEO, put on a piece of paper, ...talk to these educators.

Ultimately, you will decide what message you are going to send to these teachers, paraprofessionals, related service providers, parents, volunteers, community members....Is it the CEO and CAO’s plan to diminish, demoralize and punish educators or is it the promise you made in 2013 & 2014? If you break your promises to CTU members, whose next? The promises made to our custodians, our school secretaries, our bus drivers, our assistant custodians, our security officers, our labors, our cleaners, our food service workers? Worse yet are you going to break your promises to our students, our parents, our community? Will you be able to keep the trust of

community Groups like Common Good Ohio who have worked tirelessly with some of our Corrective Action Schools

Board members you are going to hear that the district is trying to take things to the next level and that these corrective action plans will move schools to the next level. These plans are supposed to be about improving student achievement. And you know what – they were when you voted on them in 2013 and 2014. You and the educators at these corrective action schools already committed to a correction plan that was designed to improve student achievement and increase social emotional outcomes. Over 2,700 people signed our petition asking you to honor your commitment. These new plans are full of compliance driven check offs and threats of discipline. Let that sink in. I have to question and you should also question what is in these plans that the CEO and the CAO feel the need to include threats of discipline in an Academic Plan. What is in here that moves these school to the next level that would require threats to educators?

If these plans are taking things to the next level and not just a list of random statements strung together, then there would be 23 individual plans and not 23 very similar plans with the same statements repeated throughout.

Look at our leaders and educators in their Corrective Action Schools. I support these leading educators..... All of us support these leading educators. Now it is your turn to show support and commitment to these educators, their students, their families, and the community. When one of us challenges you to do what is best for our schools and educators – all of us are challenging you to do what is best for our schools and educators.

I do not work in a Corrective Action School, but I do not need to work in a Corrective Action School to recognize that this document is not a Plan but instead a top-down mandate that is merely a compliance driven paper that de-professionalizes our teachers, paraprofessionals and related service providers. Whether we work in a Corrective Action School or not we can see that this document is an attack on educators.... and as you can see – an attack on one of us it is an attack on all of us.

Attempting to divide and conquer our members is not going to work. To send letters stating that our members and CTU Reps had an opportunity to give input on these plans – is false and insulting. Implying that if these teachers from Corrective Action Schools had met with your Corrective Action Team that they would approve of these educator bashing plans is insulting. And.....when you insult one of us..... it is an insult to all of us.

You see if you are going to choose to de-professionalize the educators at Lincoln West, or Case, or Robert Jamison, or any other corrective action school then you are choosing to de-professionalize our educators at every single one of our schools. And let me tell...if you are going to pick a fight with one of us.....you pick a fight with all of us.

Don't let the CAO and CEO bully you into not honoring your commitment. Live up to the promises you made in 2013 and 2014!

