

**SCHOOL DISTRICT NO. 1
IN THE CITY AND COUNTY OF DENVER,
STATE OF COLORADO
RESOLUTION NO.**

**Resolution in Support of Mutual-Consent Hiring and Senate Bill 10-191 Concerning
Ensuring Quality Instruction Through Educator Effectiveness**

WHEREAS, the Denver Board of Education has among its Core Beliefs that all students can achieve and graduate. That all students can learn at grade level or higher, make dramatic gains in student achievement, reach their full potential and graduate prepared for success in life, work, civic responsibility, and higher education. And, that this is true for all students and is not determined or limited by race, family income, native language, gender or area of residence and;

WHEREAS, the Denver Board of Education has among its Core Beliefs that accountability for the performance of our employees will best ensure the ability to build and maintain optimal conditions for student learning in every school and;

WHEREAS, the Denver Public Schools is committed to the goal of dramatically increasing the graduation rate and eliminating achievement gaps and;

WHEREAS, the principle of mutual consent in hiring is fundamental to any mission-driven organization and;

WHEREAS, there is no mission more critical to the strength of our City and our communities than successful schools and;

WHEREAS, the highest-needs schools in our school system are disproportionately impacted by the system of forced-placement and;

WHEREAS, State Senators Johnston and Spence have introduced Senate Bill 10-191 which recognizes the principle of mutual consent in hiring and accountability for the performance of teachers and principals as fundamental to the success of a school and its' students and;

WHEREAS Senate Bill 10-191 is aligned with this Board of Education's Core Beliefs and the 2010 Denver Plan by seeking to legislate the following:

- Creation of an evaluation system for principals and teachers based on multiple measures of student academic growth;
- Identification of the most effective educators, pay them more and share their work so other teachers and principals can learn from them;
- Ensure teachers earn tenure or due process rights "based on real demonstrated performance and that these teachers keep that privilege based on demonstrated performance";

- Implementation of hiring by mutual consent so that principals hire the teachers they want and that teachers work at schools where they choose to be.

NOW THEREFORE BE IT PROCLAIMED THAT the Board of Education fully supports Senate Bill 10-191 Concerning Ensuring Quality Instruction Through Educator Effectiveness and further, pending the outcome of Senate Bill 10-191, directs the Superintendent to work with the Denver Classroom Teachers Association and state lawmakers to eliminate forced placements so that all teacher-hiring decisions are based on the principle of mutual consent. In the meantime, to the maximum extent possible, the District should avoid force placing teachers in our “red” schools, schools with the lowest rating on the School Performance Framework, and no longer allow forced placements to disproportionately impact our schools with the highest levels of poverty, our Title I schools.

Nate Easley, Jr.
President

Jeanne Kaplan
Secretary