

What do we need to do to change?

- Teacher shortage
 - Students need more attention
 - We need the minimum number of non-retired teachers
 - Teachers using Internet to find other positions.
- 5% removal will increase teacher attraction to address teacher shortage
- Percentage of general funding to education has remained constant
- Language needs to be clarified
- Scholarships to keep students in Mississippi
- Losing administrators
- Relax regulations
 - AFT does not favor need standard for equal opportunity
 - Creators don't have experience (Bulletin 171)- MDE and Legislature Micromanaging
 - There is no *one size fits all*, let locals decide
 - No consideration for higher education students with a good teacher
- Recognize alternatives and options
- Scholarships to cover education degree requirement even if there is another major
- Discretionary variance in regulations for schools with grade level 3-5
- Regulations don't serve as incentive
- Zero based budget for school
- Other citizens think teacher pay is good and don't see a need
- Money for required programs
- Accountability implemented when money is less and built on one test, all test are important
- Increase parental involvement/support

- Some districts don't encourage parental involvement (The Delta and elected superintendents)
- Increase understanding of new accountability
 - MDE needs to define the plan and help to understand the implications
- Understanding of what the issues really are for boards and superintendents
- Everything based on Step 1, which is the teacher pay raise plan
 - Pie is not big enough
 - Money for whatever is in place (ex. Fingerprinting and Safety center) One more layer of bureaucracy
- We need a system of accountability for all players (Including the Governor and Legislature)
- Need for other competitive jobs
- Supply is in demand but we haven't raised salary to attract
 - MAEP: One pot of money so therefore attraction is decreased, money for teachers is decreased and that equals decrease in quality

How do we build support?

- If I am going to be held accountable, at least give me the minimum
- Public has to be educated
- Legislature sold state a false bill of goods (they lied)
 - Not too broke to build prisons or stadiums
 - People have to stand up or they buy into lies
- Actions are not equal to intended results
- Retirees: It has to be an unselfish thing, it touches them, too

- Kids need adequate skills and training
- Business has to stand up and take lead
- Make it manageable for the public
 - Understand what they as individuals can do in schools, with voting, and Board meetings
- School boards have not communicated what they don't have or the potential effects
 - Go the Legislature
- We've pruned, which in turn short funded education and we did this because of unfounded mandates
 - Raises questions of why we needed money anyway
- Involve new players
 - Superintendents
 - School Boards
 - Teachers
 - Business
 - Legislature
- Capture the power base, there are none in education
- Lack of leadership, voices need to come from superintendents
 - Fill power base and make it happen
- "Communities" – Bond issue approach – With superintendents leading the charge to make communities recognize the need
- Educators have to be the power base
- Have to change mindset of leadership in believing that schools and teachers don't perform
- The percentage of the pie can be changed

- Legislators don't think like businessmen
- Too many legislators are not pro- public education
- Look at appropriation bills
- Look at CODE sections to be taken out
- Make public information more accessible so that we can educate people
 - Spreadsheets, formulas for impact on local districts
- Round table education meetings to look at finance, spreads, etc. in order to prioritize
 - School safety officer
 - Assistant Reading teachers
 - Technology
- Prioritize – find out what is working- look at financial assessment
- Education caucus to identify serious parties and to agree nothing else funded
- Education for persons put on commissions for correlation between entities and educational needs and resources
- Work closely with Health and Human Services
- PPS is taking the neighborhood approach by involving parents and non-parents
- Have to work with PTA
- Improve communication between educators and business community.