

SENATE TESTIMONY
(BUMPING / STAFFING ISSUES)
MAY 3, 2011
BEN EMDIN / CIVIC ACTION GROUP

- BEN EMDIN

- REPRESENTING THE CIVIC ACTION GROUP OF GR
 - CORPORATE (DOUG DEVOS, STEVE VANANDEL, JIM HACKETT)
 - FOUNDATIONS (BROMAN, STEELCASE; ROHWER, FREY; FREY, NOKOMISS)
 - COMMUNITY LEADERS

- INDEPENDENT ORGANIZATION WORKING WITH GRPS TO SUPPORT GRPS REFORM AGENDA

- FIRST ISSUE WE ARE TACKLING IS THIS BUMPING ISSUE; THIS IS A HUGE PROBLEM IN THE DISTRICTS EFFORTS TO SUSTAIN REFORM AND IMPROVE ACADEMIC PERFORMANCE

- THE PROCESS OF IMPROVING ACADEMIC PERFORMANCE THROUGH INNOVATION AND CREATIVITY OF STAFF AND IS HARD WORK. IT REQUIRES A HIGHLY ENGAGED AND EFFECTIVE STAFF WORKING TOGETHER WITH THE COMMUNITY TO BUILD A SCHOOL THAT GETS RESULTS.

- WHEN EXTENSIVE PLANNING AND TEAM BUILDING HAS BEEN DONE AND SCHOOL IS BEGINNING TO GET RESULTS AND STAFF COHESION IS LOST THROUGH BUMPING, THIS HAS A CHILLING EFFECT NOT ONLY ON STAFF BUT ALSO IN THE COMMUNITY.

FOUNDATIONS AND THE CORPORATE SECTOR ARE LESS LIKELY TO INVEST RESOURCES IN TRAINING AND DEVELOPMENT WHEN THEIR INVESTMENT IS FLUSHED DOWN THE DRAIN BY THE LOSS OF KEY STAFF MEMBERS WHO THEY HAVE INVESTED IN.

- IN ADDITION, THE NOTION THAT PROFESSIONAL, HIGHLY EFFECTIVE TEACHERS ARE INTERCHANGEABLE WIDGETS AND YOU CAN REPLACE ONE WITH ANOTHER WITHOUT IMPACT ON RESULTS IS SIMPLY NOT TRUE. WE ALL HAVE INDIVIDUAL TALENTS AND GIFTS AND INTERESTS. BUILDING A HIGHLY EFFECTIVE TEAM REQUIRES PUTTING THE RIGHT PEOPLE IN THE RIGHT PLACE. FOR ANY ONE WHO HAS BUILT A BUSINESS OR ANY ORGANIZATION, WILL UNDERSTAND THIS. IT IS THE SAME IN EDUCATION.

- PUBLIC SCHOOLS WORKING WITH STUDENTS COMING FROM DISADVANTAGED ENVIRONMENTS MUST HAVE THE TOOLS TO SUSTAIN REFORM. WE NEED YOUR HELP IN ELIMINATING REGULATORY OBSTACLES TO IMPROVING ACADEMIC PERFORMANCE FOR OUR CHILDREN.

- IT IS IMPERATIVE THAT PROVIDE GRPS THE ENVIRONMENT WHERE INNOVATION CAN FLOURISH AND REFORM CAN BE PROTECTED. THIS IS ABOUT GETTING ACADEMIC RESULTS.

- ONE LAST THOUGHT, WE DEALING WITH MANY DIFFICULT ADULTS ISSUE. I ENCOURAGE YOU AS YOU MAKE DECISIONS USE THE FILTER, WHAT IS BEST FOR KIDS