

January 21, 2015

President Spear, members of the Highline School Board and Dr. Enfield,

The Highline School District is in crisis. Here is a quote from one of your teachers that you heard months ago: "I'm going to have to choose between keeping this job and having my children grow up not knowing me."

Almost weekly, sometimes twice weekly, teachers are given additional tasks to do, with nothing ever coming off our plates. Often the **new** tasks have little positive impact on our students' learning. So many demands and prescriptions have been placed on teachers that they can no longer teach. And always, communication is from the top down. Administration by fiat has demoralized your teachers, and they no longer expect things to get better.

And yet, Dr. Enfield, there are steps you can take to change this: Ask your teachers what tasks consume the greatest amount of their time and energy in return for the smallest positive impact on student learning, and then make those tasks go away or shrink, so far as it is within your power to do so.

We also ask that you create a spigot composed of administrators and an equal number of teachers to determine, whenever a new demand would be placed on teachers, whether that demand is worthy. And if it is, to decide what tasks will first come off teachers' plates to make room.

Time is of the essence, Dr. Enfield. Let your teachers once again teach. Please. Let your teachers once again teach.

Thank you.