

Poway Teachers



We are excited to announce the launch of a celebratory campaign to broadcast the success of our Interest-Based Problem Solving (IBPS) process to the PUSD community! Since 1996, District Staff, Board Members, and Poway Teachers have utilized the IBPS process, a problem solving approach to negotiations that utilizes interests and data to arrive at mutual agreements. This has helped PUSD avoid labor issues that have faced district after district across our county and in the State of California. Our IBPS process has received considerable recognition in the field of education, as it has allowed all stakeholders to stay focused on **Partnering to Educate Our Students!**

We want to share our newly created celebration image, video, and website, all designed to promote and celebrate our collective achievements, through various social channels. Here is what we hope each teacher will do to help spread the word about our IBPS process and settle our contract:

1) Facebook Profile Photo: please change your profile photo to this image asap, which is attached to the email, on Facebook (and any other social sites you are subscribed to).

2) Video Post: please post the video attached to the email to your Facebook timeline asap (and any other social sites you are subscribed to) with this statement “Please watch this video highlighting Teachers & Students in PUSD and share it.”



3) Show Your Support: visit www.supportpowayteachers.com to read highlights of the IBPS process as well as academic achievements in PUSD and **add your name asap in support** of our collaborative efforts with the District and Board since 1996.

4) Website: please post the following statement on your Facebook page on Friday, April 17th and Sunday, April 19th: “Please show your support for the work our teachers do by visiting www.supportpowayteachers.com and post your name in support of the teachers. Then, please attend our celebration at the next PUSD Board meeting on April 20th. Please arrive at 5:00pm.”



We are excited about all that we have to celebrate and look forward to sharing this with the community, so they too can join in celebrating the academic achievements from the past and all those in the future at PUSD as we continue our **Success Through Collaboration!**