

Member Support Program (MSP) Update

Overview

The Member Support Program (MSP) is a collaborative partnership between the Downey Education Association (DEA) and Downey Unified School District that provides coaching, support, and professional growth opportunities for tenured certificated staff. Established in 2015, the program is designed to support educators through individualized guidance aligned with the California Standards for the Teaching Profession (CSTP). The program is facilitated by a joint panel of district and association representatives and supported by Consulting Teachers who provide ongoing coaching and mentorship.

Program Purpose

MSP was created to support tenured teachers through a non-evaluative process focused on professional growth, reflective practice, and instructional improvement. Through individualized coaching, the program helps educators strengthen instructional strategies, enhance student engagement, and continue developing their professional skills.

Program Participation

Since its inception, the program has supported educators across the District. During the 2026–27 school year, 13 teachers are currently participating in the program. Historical participation data demonstrates continued utilization of MSP as a resource for certificated staff seeking support and professional growth.

Impact on Teaching and Learning

Participant feedback highlights the program's positive impact on classroom instruction and student engagement. Teachers report increased confidence in implementing new instructional practices, including the integration of technology and strategies that increase rigor and student participation. Educators also cite opportunities to engage in professional learning experiences that strengthen instructional effectiveness and support student success.

Professional Growth and Support

Through individualized coaching and professional development opportunities, participants are able to:

- Strengthen instructional practices
- Integrate technology into teaching and learning
- Increase student engagement and classroom rigor
- Reflect on and refine professional practices
- Build confidence in instructional decision-making

Administrator Perspectives

School administrators note that the program provides meaningful, personalized support tailored to each teacher's individual needs. Principals report that participating teachers demonstrate growth in organization, instructional effectiveness, confidence, and overall professional practice. Administrators also emphasize the value of ongoing coaching as a tool to support educator success and continuous improvement.

Collaborative Partnership

A key strength of MSP is the collaborative partnership between the District and the Downey Education Association. By working together, both organizations provide a supportive framework that promotes professional growth while maintaining a shared commitment to high-quality instruction and student achievement. The program reflects the ongoing commitment of Downey Unified to support educators and strengthen teaching and learning across the District.