

The Role of Teachers and Leaders at TAE

Teachers are not just instructors. They are relationship builders, cultural learners, and guides for student growth.

At Tulalip, the role of a teacher expands beyond delivering lessons. Teachers help create the environment where students feel safe, connected, and capable.

What Kind of Teachers Tulalip Is Seeking

1. Teachers who build relationships first

Students learn best when they feel:

- known
- respected
- safe
- encouraging

Teachers are expected to:

- see the strengths in each child
- build trust before correction
- help students repair mistakes rather than punish them

At Tulalip, strong relationships are the foundation of strong learning. Teachers help students feel seen, supported, and capable.

2. Teachers who understand trauma and regulation

The ARC framework shows that teachers need to be:

- calm and emotionally steady
- aware of how stress affects learning
- skilled at helping students regulate before redirecting

This means teachers must:

- model calm responses
- interpret behavior as communication
- coach students in emotional skills

Teachers help students learn how to manage emotions, recover from setbacks, and grow in confidence.

3. Teachers committed to cultural learning and respect

- Teachers must commit to learning Tulalip history and values
- Teachers learn from elders, families, and community
- Culture is part of teaching, not separate from it

All Tulalip teachers commit to understanding and honoring the culture, language, and values of the community they serve.

4. Growing Tulalip teachers from within the community

Our Tulalip community asked that half of our teachers be Tulalip or Native.

- Our certification pathway in partnership with New Zealand
- Is preparing eight Tulalip members to become educators

Tulalip is investing in developing teachers from within the community so students can see themselves reflected in the adults who guide their learning.

5. Teachers who believe deeply in students

Effective teachers:

- expect growth and success
- see potential rather than deficits
- coach rather than control
- help students build agency

Tulalip teachers believe in students' strengths, support their growth, and help them develop the confidence to succeed.

How the teaching team will work together

- Tulalip and Native teachers bring lived knowledge and community connection
- non-Native teachers bring skills and experience
- all teachers share responsibility for learning from one another

Calm, committed leadership is needed to grow a culture of shared commitment to respect, growth, and student success.

Big-picture

Teachers and Leaders at Tulalip are not just transmitters of knowledge — they are partners in students' growth, identity, and future.

This helps students develop:

- trust in adults
 - confidence in learning
 - resilience in challenges
 - pride in identity
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