

# The CEA Voice

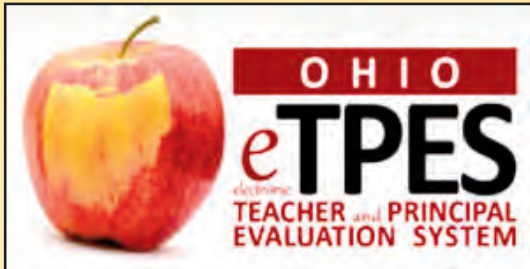
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## Evaluations: Know Your Responsibilities

As we get close to the end of the evaluation process for this year, there are a few things you must complete to ensure everything is in order.



You may be aware that ODE has a required electronic teacher and principal evaluation system (eTPES). All classroom teachers need to activate their own eTPES account. Principals will enter the SLO score(s) and the Holistic Performance Rating for the year into eTPES. Teachers will then log into eTPES and acknowledge the Final Summative Rating. If this is not completed by the classroom teacher, the principal will go into the eTPES system and confirm the rating. By the end of the year, all classroom teachers and Licensed Support Professionals (LSPs) should receive a printout of the Final Summative Rating Report from ILEAD.

Apr. 11: SLO plans submitted and approved

Apr. 25: Deadline for entering all SLO Templates with student roster and data into ILEAD

May 1: Deadline to activate eTPES account (check CCS email for activation message sent by no-reply@ohiotpes.com); deadline for completion of observations and walkthroughs

May 6–8: Teachers log into eTPES and acknowledge Final Summative Rating (If not completed by the teacher by May 8, principal will confirm rating in eTPES.)

May 9: Teachers receive printout of Final Summative Rating Report from eTPES

May 10–29: Teachers and LSPs receive printout of Final Summative Rating Report from ILEAD

The ILEAD Evaluation Record Change Request Form is now available for use on the ILEAD website. Go to [www.columbus.k12.oh.us/ILEAD](http://www.columbus.k12.oh.us/ILEAD).

The Joint Evaluation Panel has approved an Appeals Process for the following:

- Educators that have an overall Final Summative rating of “Ineffective”
- Educators that have an “Ineffective” performance rating
- Two evaluators and the overall rating is questionable
- The evaluation contains a procedural error

To file an appeal, contact Tracey Johnson at CEA with appropriate documentation by May 24. The Appeals Process will be completed by June 6.

Check your district email for a message from ILEAD that details the timeline and tasks.

## Happy Earth Day

Every year on Apr. 22, more than one billion people in 190 countries take action to mark Earth Day. They plant trees, clean up their communities, contact their elected officials and more—all on behalf of the environment.



Earth Day 2014 focuses on the unique environmental challenges of our time: highly-populated cities; the reality of climate change; and the need to create sustainable communities through construction, diverse and efficient uses of energy, and more environmentally-friendly transportation to reduce our carbon footprint. As the global organizer behind Earth Day, Earth Day Network creates tools and resources for you to get involved with Earth Day in your community. Earth Day Network has created toolkits at <http://www.earthday.org/greencities/resources> with ideas, tips, and hints on how to get involved in your local community. Teach your students about Earth Day's beginnings in 1970, when more than 20 million Americans demonstrated for a healthy environment. Their activism led to the creation of the U.S. Environmental Protection Agency and the passage of the Clean Air, Clean Water and Endangered Species Acts.

The City of Columbus is on board with projects during the entire week designed to clean up, care for and draw attention to the natural environment. More than 5,000 people will get involved. You can sign up and learn more at [www.greenbus.org/earth-day-2014](http://www.greenbus.org/earth-day-2014).

The week culminates in a Green Columbus gathering of volunteers Apr. 26 at Columbus Commons to thank them for their efforts. This celebration called “Gratitude,” will feature local food brands, food trucks and environmental groups.

## TBS May 6 Primary Endorsements

Teachers for Better Schools (TBS), CEA's separate political-action committee, advocates for teachers and raises money for political candidates. We make endorsements for levy and bond campaigns and other ballot issues affecting Columbus teachers, as well as the school community. Our process of endorsement is highly respected, and our support is strongly desired by all candidates.



The TBS Board has endorsed the following issues for the May 6 Primary Election:

- ☑ Issue 1: State Issue—Proposing to enact Section 2s of Article VIII of the Constitution of the State of



Ohio to permit the issuance of additional general obligation bonds to fund public infrastructure capital improvements

- ☑ Issue 3: Canal Winchester Local Schools—Request for a 14.15-mill, five-year substitute tax levy
- ☑ Issue 4: Groveport Madison Schools—Request for a 6.68-mill, five-year operating levy and 2.24-mill construction bond issue
- ☑ Issue 6: Franklin County—Proposed 1.25-mill continuing tax levy for the provision and maintenance of zoological park services and facilities

## TBS Board Elections

The Teachers for Better Schools (TBS) Board of Trustees functions as the political nerve center for members of the Columbus Education Association. Elected in the spring of even-numbered years, trustees serve a term of two years. The TBS Board ensures that the voices of CEA members are heard by elected officials through our endorsement process and our advocacy for education.

On Thursday, May 1, following the CEA Legislative Assembly at Columbus Downtown HS, the TBS Board of Trustees will hold their election for the 2014–2016 term. All interested members of TBS are invited to attend. You must be a member of TBS to participate.

If you have questions, contact CEA Vice President Phil Hayes at 253-4731.

## Make a good impression

Members have been asking CEA when they can expect to have a calendar for the Article 211 process. We have a draft version, but we are awaiting Board of Education and the Administration decisions on school closings, program changes, budgets and other factors that affect the assignment and transfer process. As soon as we have information to share, CEA will communicate it. Keep in mind that the contract requires that all known vacancies must be posted by the first teacher workday in April.

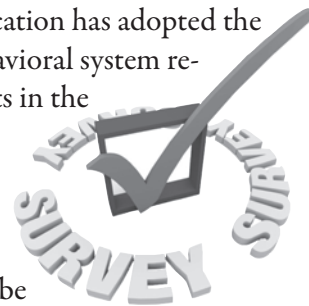


As you think about transferring to a new assignment or interviewing for your own job, be keenly aware that your job interview starts long before you are sitting with the building administrator or supervisor. It starts when you walk through the door for the first time—whether you are there to drop off materials or to wait for your scheduled interview. The impressions you make on the students and office staff can be indicators of your suitability for a school position. Consider this example: A candidate for a teaching position was somewhat standoffish with the office staff. He did not speak to the maintenance personnel and barely addressed the principal, who was dressed casually. His demeanor completely changed when he was introduced to her as the principal and the one who would be interviewing him. Unfortunately, the principal's previous interaction cost him the position.

Remember: Your willingness to take the time to acknowledge the office staff, remain approachable with students who may be in the office and connect with others are good indicators that you have those “people” skills which will translate into positive interactions with parents, students and other staff members. Ours is a customer service profession. Let all aspects of the interview experience reflect this.

## Take the PBIS survey

The Ohio Department of Education has adopted the use of a non-aversive effective behavioral system required for use by all school districts in the State of Ohio. This adoption went into effect in the 2013–2014 school year. CCS has adopted the Positive Behavioral Interventions and Supports (PBIS) approach to be used to create a learning environment that promotes the use of evidence-based behavioral interventions.



The district has asked CEA to conduct a follow-up to the September PBIS readiness survey. The purpose of the survey is to assist schools in determining the effectiveness of existing supports and structures used to implement the PBIS process. It will also influence PBIS-based decisions made by the Building Leadership Team (BLT) at your school. Every bargaining unit member should participate in the survey because the data will be used to improve the climate at your school. Additionally, the results will assist your BLT in addressing the culture and climate of your school.

An email containing the link to the survey was sent to members' non-CCS email addresses on Friday, Apr. 18. The survey will close on Sunday, Apr. 27, 11:59 p.m. If you did not get the email message, or if CEA does not have your current non-CCS email address, please send it to [tellcea@cea-ohio.org](mailto:tellcea@cea-ohio.org) to participate in the survey. You will be able to access the survey from home or from work.

## Join our retirees and scholars

Each year, CEA honors its retirees who have worked hard to serve our students and to acknowledge those CEA members who have gone above and beyond the call of duty in Association work. This year the banquet will be Saturday, May 17, at the Hilton Columbus Downtown. The cocktail hour is at 6 p.m. with dinner at 7 p.m.



This is one of our signature events. We will announce the winners of our Builder of the Association Award, Friend of Education, Innovator in Education and several student scholarships. These scholarships are provided by our members and retirees, and by funds that memorialize teacher/astronaut Christa McAuliffe, CEA-R President Joan Donley and long-serving CEA President John Grossman.

Senior FRs, honorees and retirees attend this event free of charge. Tickets are \$35; tables of 10 are \$350.

## Special notes

- ☐ **Fee waiver applications for Autumn 2014** will be in mailboxes on **Wednesday, Apr. 23**. The **completed applications are due back to Northgate by Tuesday, May 6, at 5 p.m.** If you have **Priority I** or **Priority II** status, include the proper documentation. **Documentation is required with each fee waiver process.** Your priority status will change to Priority III without proper documentation. Call **Norma Oldham, Northgate, 365-8993**, if you have any questions.
- ☐ The deadline has passed to request **alternative interview panels for Round 1**. The following alternative interview panels were approved: Ft. Hayes Arts & Academic HS, Office of Accountability and Windsor STEM Acad. K–6.