

The Voice

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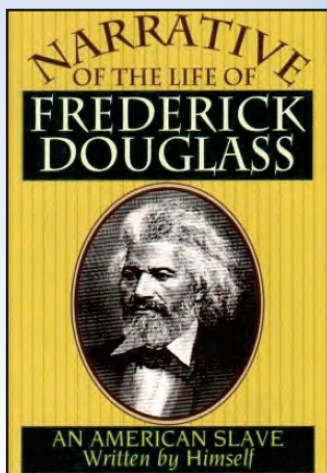
Columbus Education Association

February 16, 2015

Happy Birthday, Frederick Douglass

Every year we honor U.S. Presidents the third Monday of the month—Presidents’ Day. It was originally established in 1885 to celebrate George Washington’s birthday, expanded since to include Abraham Lincoln and others. It’s also the birthday of Frederick Douglass, who was born in 1818. He greatly influenced the lives and social conditions of African Americans.

Douglass immortalized his life in the books, *Narrative of the Life of Frederick Douglass, an American Slave* (1845), *My Bondage and My Freedom* (1855) and *The Life and Times of Frederick Douglass* (1881). In them, he chronicled his life as Frederick Augustus Washington Bailey, the son of a slave woman and an unknown white man, born in Maryland. He lived with relatives after his mother’s death when he was a boy. He witnessed the degradations of slavery and spent a considerable amount of time cold and hungry. When he was 8, Frederick was sent to Baltimore to live with a ship carpenter named Hugh Auld. There, Frederick learned to read and first heard the words “abolition” and “abolitionists.”



Seven years later, his decent treatment would end. Frederick was sent back to the country and sold to “slavebreaker” Edward Covey. Frederick was jailed for his attempted escape, but ultimately succeeded in freeing himself two years later while working at a Baltimore shipyard. He traveled by train and steamboat to New York, settling in New Bedford, Mass., where he lived with his bride, under his new name, Frederick Douglass. There, as he strove to educate himself and become involved in religious and civic life, he began reading William Lloyd Garrison’s weekly journal, *The Liberator*. In 1841, when he saw Garrison speak at the Bristol Anti-Slavery Society’s annual meeting, Douglass was inspired. He began writing. His classics of American autobiography, along with his thousands of speeches and editorials, formed a powerful voice of hope against slavery and racism. Douglass served as a consultant to President Abraham Lincoln during the Civil War and supported the women’s rights movement. He died in 1895.

You can find out more about the life of this remarkable man at www.pbs.org/wgbh/aia/part4/4p1539.html and at www.fredrickdouglass.org/douglass_bio.html.

to earn living wages.

We heard you. As a result CEA, working with OEA, is hosting our first CEA Organization and Activist Training. The training will help us engage members to advocate for themselves, the profession and the students we serve. The event will take place Saturday, Mar. 7, from 9 a.m.–3 p.m. at the OEA Headquarters. Breakfast and lunch will be provided. Participants will also be able to earn CEUs. It is time we stand together for what we know is right for public education. To register online for this event, go to: <http://bit.ly/orgactivist>.

Use Your Voice

Tell Congress a new federal education bill must mean more opportunity and learning for students. Since adopted 12 years ago, No Child Left Behind has made no significant progress in closing achievement and opportunity gaps for students. Instead, it has perpetuated a system that delivers unequal opportunities and uneven quality to America’s children making it impossible for educators to do what is most important: instill a love of learning in their students.

Call Congress today at 866-331-7233. Tell them to pass a new ESEA bill that provides opportunity for all students. As educators, we have a chance to set a new vision for a public education system that:

- ◆ Promotes opportunity and excellence for ALL students
- ◆ Creates more opportunity for all students to receive a quality education, no matter their zip code
- ◆ Reduces the amount of mandated standardized testing allowing more time for students to learn and more time for teachers to teach
- ◆ Ensures every student has a qualified educator who is empowered to lead

Join us in the fight to give every child access to a great public education. Call Congress today.

CEA Staff Survey Data

Your Association sincerely thanks the more than two thousand CEA members who took the CEA Staff Survey for the 2014–2015 school year. Each respondent was asked to rate 64 statements on a 5-point Likert scale as follows: Strongly Agree (5), Agree (4), Undecided (3), Disagree (2) and Strongly Disagree (1). The chart below shows each of the district’s nine category averages for the past two years.

Our website’s searchable school-specific Staff Survey Database will be updated prior to the Round 1 postings.

Keep watching *The Voice* for more information.

Category	2013–2014	2014–2015
Vision	3.84	3.71
School Climate	3.73	3.68
Administrator–Teacher Relationships	3.67	3.58
Democratic Process	3.55	3.56
Instructional Programs	3.71	3.56
Instructional Resources	3.15	3.064
Professional Environment	3.49	3.47
Student Behavior	3.4	3.35
Family & Community	3.92	3.87
Combined Category Average	3.60	3.53

Stand Up, Be Involved, Inspire Change

November’s election results were dismal. The removal of the 5 of 8 Rule by the State Board of Education was frustrating. OTES, SLOs, PARCC and all the other unfunded mandates are exhausting. Yet educators are still supposed to make things happen in the classroom. No one wants to address in a meaningful way how poverty and the lack of mental health resources impact our work daily. But we can.

Many members expressed a desire to advocate for the profession not only around the professional issues that impact our work but also the social justice issues like our families having the ability

Article 211—Preparing for Selective Interviews

The 211 Calendar is your guide to the schedule of job postings and interview opportunities for 2015–2016. Here is the latest schedule:

- ✦ Mar. 3–9: Round 1 postings
- ✦ Mar. 10–16: Round 1 interviews
- ✦ Mar. 23–27: Round 2 postings
- ✦ Apr. 13–16: Round 2 interviews
- ✦ Apr. 29–30: Job fairs

Article 211 Calendar 2015-2016	
DATE	DESCRIPTION
JANUARY 2015	
Monday 12	Public Access Day - Columbus, OH, 9:00 a.m. - 5:00 p.m.
Monday 19	Public Access Day - Columbus, OH, 9:00 a.m. - 5:00 p.m.
Monday 26	Public Access Day - Columbus, OH, 9:00 a.m. - 5:00 p.m.
FEBRUARY 2015	
Monday 2	Public Access Day - Columbus, OH, 9:00 a.m. - 5:00 p.m.
Monday 9	Public Access Day - Columbus, OH, 9:00 a.m. - 5:00 p.m.
Monday 16	Public Access Day - Columbus, OH, 9:00 a.m. - 5:00 p.m.
Monday 23	Public Access Day - Columbus, OH, 9:00 a.m. - 5:00 p.m.
Monday 30	Public Access Day - Columbus, OH, 9:00 a.m. - 5:00 p.m.

The 211 selective interview process is the method used for determining which applicants to interview. However, the panels must interview the two most senior applicants for each position/vacancy. The administrator decides which applicant is ultimately selected for each position. If an administrator does not follow the recommendation of the panel, he or she must send a written notice of the selection to the members of the building's/unit's interview panel and to the CEA President. Applicants who accept offers to fill vacancies must complete and sign the selection agreement form at the close of the interview process.

Article 211 of the contract defines the assignments and transfers process. Section 211.01 details the requirements for panel members.

UNCF Changes Lives

The United Negro College Fund (UNCF) has made a difference in the lives of many CCS graduates and staff members. Our CCS UNCF kickoff was Feb. 9, and we are off to a strong start. Our goal for 2015 is \$100,000. Fifty percent of the dollars raised will be set aside for Columbus City Schools' scholarships.



Education is powerful, as you well know. You can help your faculty representative and our students by making your donation today. Look at what your contribution can do:

- ✦ \$4,500 will pay tuition for one semester
- ✦ \$2,374 will pay room and board for one semester
- ✦ \$1,087 will pay for books for an academic year
- ✦ \$544 will pay for books for a semester
- ✦ \$100 will pay for activity fees for a semester
- ✦ \$50 will help pay for calculators, pens and pencils

Our campaign ends Feb. 27. We would like this to be our best campaign ever, so let's give generously.

Donate a Book, Change a Life

Not every child has a library of books at home. Let's help our third graders jump over the Third Grade Reading Guarantee hurdle. Join us in the annual CEA Book Drive, which we are conducting until Friday, Feb. 27. This year, we want to put a new book in the hands of every third grader in our district. You can support our campaign by donating at least two new books appropriate for a third-grade reading level. Your FR has a suggested book list.

Donating books is the right thing to do; and, you might win a prize. We will give away an iPad Mini to a randomly selected member who donates at least three new books to the campaign. Give your books to your FR or building campaign chairperson. You should receive an entry form for every three books you donate. Ask for the entry form. Send completed forms to Teri Mullins at the CEA office no later than Thursday, Mar. 5. The drawing will take place on Friday, Mar. 6.

For more information about the campaign, call Teri Mullins at CEA (253-4731), or send her an email at tmullins@ceaohio.org.

PAR: The Best Professional Development

Did you know your CEA President was a former Peer Assistance and Review (PAR) Consulting Teacher (CT)? Tracey D. Johnson considers her experience as a PAR CT the best professional development she has ever had. Not only does the PAR CT assist our new teachers and our struggling teachers with their growth but it also is a great opportunity for them to grow as professionals. "I was a far better teacher after my experience as a PAR CT than I was before. I learned so many new strategies and had a wealth of resources I could use. I was also a better teacher advo-

cate," says Johnson.

The PAR program is in need of CTs. Eligible teachers must hold a bachelor's degree in education, an active Ohio teaching license and have a minimum of five years teaching experience, with at least three years of experience with CCS. They also must have strong skills in technology, leadership and planning and instruction.

Submit a letter of interest, a résumé and three letters of reference from your current building administrator, a current CEA member and one other professional reference. Submit all documentation to CEA President Tracey D. Johnson at 929 E. Broad Street, Columbus, OH 43205. The filing period is Feb. 2–23. This is a selective interviewing process with interviews taking place in March. Selection to be in the PAR Pool does not mean an immediate placement. Those selected to be in the pool will remain active in the pool for up to five years.

Feeling Overwhelmed?

Your Association knows that life isn't always smooth sailing. We all experience problems from time to time, from coping with financial issues and challenges in our family relationships to the increased stress from our profession. One of your negotiated benefits is the Employee Assistance Program, also known as EAP. It's a way for you to obtain help with no cost to you for confidential and private counseling services.



The program is run by LifeScope, which provides supportive resources via phone and website. When you call 800-227-2195, you can get a referral for matters related to work, family, health and other areas of your life, including free, short-term counseling for stress, depression, grief, substance abuse and other areas, family and caregiving consultation, legal and financial issues, household matters and personal and family safety.

It's a good idea to consider counseling if you:

- feel overly preoccupied with a problem
- fail repeatedly to solve it by yourself
- find yourself denying that a problem exists or hoping it will go away
- feel that you don't have the resources to solve it
- feel unhappy most of the time
- experience problems with family or friends because of it or get tired or sick from it

LifeScope's website, www.LifeScopeEAP.com, features articles, assessments, webinars, financial calculators, searchable databases, skill builders and more.

Log on with username "columbuscityschools" and password "guest" to learn more.

Special Notes

- ❑ **Running for a CEA office in the spring?** You have until 5 p.m., Feb. 20 to declare your candidacy for one of these: **Governors for Districts 3, 6 and two High School At-Large** (three-year terms), **Governor for District 10** (to fill the unexpired term ending on July 31, 2017), **2015 NEA Delegates**, **2015 NEA State Delegates At-Large*** and **2015–2016 OEA Delegates**. The campaign period ends **Mar. 30**. Voting will take place from **Mar. 17–30**. Votes will be tabulated **Mar. 31**. In the event of run-offs, voting will take place from Apr. 21–May 4, with votes tallied on May 5.

*OEA should have received NEA State Delegates At-Large forms by 5 p.m. on Jan. 30 to be included in the 2015 CEA Spring Elections.

- ❑ **Senior FRs must submit requests by fax (253-5052) for alternative interview panels to the CEA President prior to interviewing.** All requests are **due by Feb. 27**. The following **alternative interview panels** have been approved: Beatty Park ES, East Linden ES, Ohio Avenue ES, Psychological Services, Speech and Language Program and Westgate ES.
- ❑ **Eligible for a continuing contract for the 2015–2016 school year?** You must **fill out and submit the paperwork by Mar. 6**. The form is located on the **CCS Intranet** under Human Resources/HR Administration/Mira Wright or can be downloaded from the CEA website at <http://bit.ly/1415continue>. For questions on eligibility requirements, contact **Nancy Young** at 365-5658.
- ❑ Here are the **2014 dues deductions** for CEA members: **Full Dues, Plan A (21 Pays) \$831.53, Plan B (26 Pays) \$831.79. If you switched from: Plan A to B: \$774.63 or went from Plan B to A: \$888.79. Half Dues are \$466.49 and Quarter Dues are \$275.19.**