

# The CEA Voice

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## Five Days of “Thank You”

Tuesday, May 3, is National Teacher Day. The entire week of May 2–6, National Teacher Appreciation Week, is sponsored by the National Education Association and the National PTA. Thousands of communities will take time to honor their local educators and acknowledge the contributions they make to our lives. CEA recognizes the crucial role teachers play in making sure every child receives a quality public education and hopes administrators will take the time to convey to parents and the community the hard work educators do each day to make public schools great for every child.

Even teachers appreciate the teachers who helped shape their lives. This week, show your students how much the profession means to you by sharing with your students (and posting for your friends on social media):

- A picture of yourself with your favorite teacher, past or present
- A picture of your child with his or her teacher
- A picture of yourself holding a piece of paper with a simple message saying “Thank You” to a teacher and why you’re thanking him or her.

The observance began about 65 years ago, when Arkansas teacher Mattye Whyte Woodridge began corresponding with political and education leaders about the need for a national day to honor teachers. Woodridge wrote to Eleanor Roosevelt, who in 1953 persuaded the 81st Congress to proclaim a National Teacher Day. NEA, along with its Kansas and Indiana state affiliates and the Dodge City (Kan.) Local, lobbied Congress to create a national day celebrating teachers. Congress declared Mar. 7, 1980, as National Teacher Day for that year only. The National PTA established Teacher Appreciation Week as the first full week of May.

Here are some facts about teaching from the National Center for Education Statistics that you can shout out:

- On average, teachers work more than 52 hours a week, including 30 hours on instruction and 22 hours on tasks like preparing lessons and grading papers.
- At the same time, teachers work with an average of more than 20 students per class, many of them new to the school.
- Unlike other careers in which the same method can be applied time and time again, teaching requires an individualized approach as each student learns differently and has a different set of circumstances.

Your Association is appreciative of all that you do on behalf of the students in the Columbus City Schools District. We understand the daily challenges you face and appreciate your dedica-

tion to making a difference for all students. You are the hope for our children. So, during National Teacher Appreciation Week we say, “thank you for all you do!”

## Congratulations Teacher Leaders



During the 2014–2015 school year, a cohort of CEA members embarked on a journey, the National Education Association Teacher Leadership Initiative (TLI). Teacher leadership is central to the continuing improvement of the profession. TLI is aligned with CEA’s mission to broaden the base and increase the leadership capacity of the membership.

The cohort engaged in a year-long process learning in an interactive format with other expert teachers through in-person meetings and a virtual, collaborative platform. The model focuses on three pathways that define ways in which teachers can blaze new paths in education: Instructional Leadership, Policy Leadership and Association Leadership.

Through TLI, the participants developed a capstone project that required them to study and engage in a policy issue related to equity at the district or state level. Congratulations to CEA’s first cohort who successfully completed the process:

Rosina Bell-Games (East Linden ES), Cassandra Daniels (Champion MS), Jennie DeMarco, (Devonshire ES), Megan Flowers (Colerain ES), Amy Glowark-Mondillo (Scottwood ES), Darren Greschuk (Columbus Downtown HS), Tracie Helmbrecht (Arts Impact MS), Carrie Hoover (North Linden ES), Jeannette Johnson (Berwick K–8 Alt.), Kimberly Jones (Mifflin Alt. MS), Terry Logan Mottinger (Windsor PreK–6), Rebecca McGrath-Hinkle (Columbus Downtown HS), Joseph Mullins (Briggs HS), Anthony Schwab (Ohio Ave. ES), Denise Shook (Centennial HS), David Smith (Columbus Downtown HS) and Chiquita Toure (Eastmoor Acad. HS).

The graduates were honored with a celebration on Apr. 13 to recognize them for their work. CEA President Tracey D. Johnson reminded them that this is only the beginning and that CEA is expecting them to utilize what they have learned to advance the work of the Association. CCS Superintendent Dan Good was also in attendance to offer his congratulations.

Special thanks goes out to the TLI coaches Kriston Crombie Stotik (Eastmoor Acad. HS) and Tyree Rivers (Weinland Park PreK–6) and coordinator Dorothy Wilson (CEA-R) for their dedication to the CEA and the NEA-TLI program. Congratulations First Cohort Fellows of the NEA Teacher Leadership Initiative.

## Honor Asian Americans and Pacific Islanders

May is Asian American and Pacific Islander Heritage Month. During this celebration, created by the U.S. Government in 1977 and validated



once again in 2009 by President Obama, we recognize the contributions of Americans from the Asian continent and the Pacific Islands of Melanesia (New Guinea, New Caledonia, Vanuatu, Fiji and the Solomon Islands), Micronesia (Marianas, Guam, Wake Island, Palau, Marshall Islands, Kiribati, Nauru and the Federated States of Micronesia) and Polynesia (New Zealand, Hawaiian Islands, Rotuma, Midway Islands, Samoa, American Samoa, Tonga, Tuvalu, Cook Islands, French Polynesia and Easter Island).

There are now more than one million people of Pacific Islander or Native Hawaiian descent in the U.S. Together, Asian and Pacific Americans make up approximately six percent of the U.S. population—more than 20 million people—and those numbers are growing rapidly. Indigenous peoples have been joined in the American journey by intrepid explorers, maritime workers on ships plying the oceans in the British Empire, and Filipino seamen landing in Mexico and the Mexican Gulf when the Spanish Empire sent Manila Galleons between the Philippines and Mexico, beginning in the 16th century. Filipinos have lived in the New Orleans region since at least the 1800s.

This history of Asian immigration is also very different from that of Europeans. Tens of millions of mostly European immigrants passed under the welcoming visage of the Statue of Liberty; but in California, Asian immigrants were often detained and discouraged from entering the country. The Chinese Exclusion Act of 1882 made Chinese people a particular target.

A wonderful site, <http://worldchannel.org/programs/pacific-heartbeat>, provides a glimpse of Pacific peoples, their cultures, languages, music and contemporary concerns.

## Capital District Representative Assembly Meets

The Ohio Education Association (OEA) Capital District Representative Assembly met on Wednesday, Apr. 20, at STRS to elect its officers and to hear briefings from our state education organization. Kriston Crombie Stotik (Eastmoor Acad. HS) was re-elected President. Gerry Curran (PAR) was re-elected Capital District Vice President.



The program included OEA President Becky Higgins delivering the President's Report and OEA Vice President Scott DiMauro delivering the Legislative Update. Tim Meyers, OEA Secretary-Treasurer, presented the OEA budget. Tai Hayden (Moler PreK-6), who sits on the STRS board, gave her annual report. Tom Busher, Capital District Treasurer, updated delegates on Capital District's financial position and presented the Capital budget.

CEA President Tracey D. Johnson was tasked with making "the ask" on behalf of the OEA Fund for Children and Public Education. We are very proud that we raised more than \$1,500 for this non-partisan, political-action fund for candidates who support the values of public educators.

The RA also heard from candidates seeking office within OEA. The gathered delegates endorsed Becky Higgins for OEA President, Scott DiMauro for OEA Vice President. Kim Richards (Cardinal EA) and Angela Stewart (Newcomerstown TA) were endorsed for NEA Director 3 and 4, respectively. Delegates also voted to support proposed amendments to the OEA Constitution and Bylaws that would modify the beginning and ending dates of the terms of office for the members of the OEA Board of Directors. Voting will take place at the OEA Representative Assembly on May 13.

A special thank you goes to CEA-R members Jan Bell, Jeff Corbin and Diana Welsh who handled registration and welcoming delegates.

## Evaluation Appeals

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

The Evaluation Appeal Form is available on the ILEAD website and at <http://goo.gl/7nJfvx>. To file an appeal, submit the completed form, along with appropriate documentation, to Teri Mullins at CEA no later than 5 p.m., Friday, May 27. Your Association strongly recommends hand-delivering this extremely important paperwork. The Joint Evaluation Panel will review appeals the first week after school ends. Educators and evaluators will both be notified of the appeal outcome.

## CEA Awards and Retirement Banquet

Join us at one of our most popular events: The annual Awards and Retirement Banquet. This year's dinner will be Saturday, May 21, in the ballroom of the Hyatt Regency Columbus, 350 N. High Street. Tickets are free to retirees and Senior FRs, and are \$35 for guests. Each year at this moving and much-loved event, CEA honors those who have dedicated their lives to this noble profession, presents several awards and honors students who have received scholarships.

CEA will honor the Innovator in Education, Outstanding Faculty Representatives and Outstanding Member and Friend of Education. In addition, we will award scholarships to children of members including the CEA General Scholarship, John E. Grossman Memorial Scholarship for a South HS graduating senior and the Rhonda Johnson Scholarship. To make reservations, retirees must return the reservation card and the information sheet you received via U.S. Mail to CEA no later than May 13. Call CEA at (614) 253-4731 for more information, or if you are retiring and did not receive a letter.

## Know Your Contract: Verbal Abuse

Respect is the cornerstone of our profession. Teachers work hard to model it for our students, and we expect to receive it—especially from our administrators. Direct verbal criticism of a CEA member in front of students or parents reduces one's ability to maintain an orderly teaching and learning environment. Administrators do occasionally need to redirect staff. However, such direction should be respectful and should NOT be given in front of students, parents or other staff members.

Section 404.06 of our *Master Agreement* details your rights when criticism has been lodged inappropriately. If criticism occurs in an inappropriate setting, the teacher may request a conference with the administrator to discuss the incident. If the administrator repeats the inappropriate behavior, the teacher can file a grievance. During these meetings, CEA members are always entitled to CEA representation. If you have been subjected to verbal abuse, call your Association.

**Correction:** In the Apr. 25 *Voice* article, "Congratulations to the CEA Spring Election Winners," Cassandra Daniels was listed as a NEA-RA-State Delegate having received 32 votes. She should have been listed as receiving 323 votes. We apologize for this error.

## Special Notes

- ❑ The **Autumn 2016 Fee Waivers** are in all buildings now. The **completed fee waiver** is due back to the **Sixth Street Annex by Friday, May 6, 5 p.m.** If you are a **Priority I** or a **Priority II** status, be sure to **include the proper documentation** with your completed fee waiver. **Documentation is required with each fee waiver process.** Your priority status will change without the proper documentation. Call **Norma Oldham**, Sixth Street Annex, (614) 365-5039, if you have any questions.
- ❑ **Article 211:** The **Job Fair** will take place on **Wednesday, May 11**, at the **Hudson Distribution Center**.
- ❑ On **Thursday, May 19**, following the CEA Legislative Assembly at Columbus Downtown HS, the **TBS Board of Trustees will hold their election for the 2016-2018 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 (614) 253-4731.