

# The CEA Voice

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Columbus Education Association

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## Teacher Evaluation Update

The Ohio Teacher Evaluation System (OTES) is entering its fourth year of implementation in Columbus. Ohio House Bill 64, signed into law on June 30, 2015, prohibited the use of value-added ratings for evaluation purposes for the 2015-16 & 2016-17 school years. ALL teachers must once again do two Student Learning Objectives (SLOs). OTES applies to any certificated or licensed teacher who instructs students 50 percent or more of their employed time. This means that all teachers, tutors and part-time hourly teachers whose primary job is instructing students are required to be evaluated under OTES.

Pertinent details of the CCS-adopted format for this school year include:

- 50 percent of a teacher's rating is based on summative evaluation of performance, while the entire rating for Licensed Support Professionals (LSPs) will be based on performance.
- Teachers will develop Student Learning Objectives for the other 50 percent of their rating. Teachers should have already submitted self-assessments in the ILEAD evaluation system by Friday, Sept. 9.
- Educators will have either a professional growth or improvement plan, which they will discuss with their evaluator at their first scheduled conference. Conferences should be held by Sept. 30, 2016.
- Teachers will need to submit two (2) student learning objectives (SLOs) to the student learning objectives portal by Sept. 30, 2016, for approval by building assessment leaders.
- Evaluations are at these intervals, depending on your rating in prior years:

**Accomplished:** One full cycle evaluation every third year and the development of a self-directed professional growth plan; maintenance of an "average" or better rating on student growth measures to continue on the three-year cycle. See

<http://goo.gl/bKQozd>.

**Skilled:** One full-cycle evaluation every other year and a professional growth plan developed collaboratively with the credentialed evaluator. See <http://goo.gl/KUe917>.

**Developing and Ineffective:** One full annual evaluation and improvement plan developed collaboratively with the credentialed evaluator. See <http://goo.gl/642cai>.

Teachers new to CCS will be evaluated by their Peer Assistance and Review (PAR) Consulting Teachers. Teachers who have moved from an LSP position to a teaching position, or vice versa, will move through the full annual evaluation cycle in their new capacities.

The CCS ILEAD website (<http://www.csoh.us/ILEAD.aspx>) will have up-to-date information regarding the CCS teacher evaluation process. If you have specific questions, contact Teri Mullins, CEA, (614) 253-4731 or Greg Mild, Office of Professional Learning and Licensure, (614) 365-5039.

## Congratulations to These Outstanding Educators

CEA member Amy Rodocker is a CCS primary enrichment specialist who has been named a 2016 Javits-Frasier scholar by the National Association for Gifted Children (NAGC). This is the fourth consecutive year that a CCS teacher has been selected for this honor. Rodocker works with K-2 teachers and classrooms at Avondale, Como, Starling and Sullivant ES. She introduces higher-level thinking skills with the hopes of identifying more gifted children at an earlier age. Rodocker is entering her 18th year as an educator and has previously taught at École Kenwood, Clinton and Trevitt ES.

The Javits-Frasier Scholarship Fund for Diverse Talent Development recognizes passionate, innovative educators who work in districts that serve students from low-income and minority populations historically under-represented in gifted education. Honorees receive professional development including travel to the 2016 annual convention in Orlando, Fla., participation in Javits-Frasier Scholar Roundtable discussions and a professional mentor from among the NAGC membership.

CEA member Geri Granger, a CCS Science Coordinator, is the recipient of the 2016 Environmental Educator of the Year award given by the Franklin Soil and Water Conservation District. The award recognizes Granger for working beyond her normal duties to increase the environmental connection of teachers and students. The 32-year veteran serves as the 6-12 Lead Science Curriculum Coordinator and Pre-K-12 Educational Coordinator at Spruce Run Environmental Study Center in Galena. Last year she doubled the number of days that the center was used and created several customized all-day programs working in partnership with the Franklin Soil and Water Conservation District, Columbus Zoo, The Ohio School of Falconry, The Ohio Wildlife Center and Franklin Park Conservatory.

Over the summer break, Granger worked with a team of teachers to create a new Environmental Science course for CCS high school students. Six high schools are piloting the course for the 2016-2017 school year.

## Thank You!

If you didn't go to the Fall Fling, you missed a great time! We had a ball celebrating You, the CEA membership. Members danced, laughed, took photos, won prizes and ate to their hearts' content. We would like to thank the following volunteers for helping make the fling a success: Veronica Adedapo, Karen Andermills, Traci Arway, Heidi Baxter, Leslie R. BeVier, Maggie Burnes, JoAnnette Byas-Marston, John Coneglio, Michelle Coneglio, Jeff Corbin, Becky Coyne, Kriston Crombie Stotik, Gerry Curran, Carla Davis, Angel Dyer-Sanchez, Paula Edersheim, Megan Flowers, Jeannette Johnson, Lisa Johnson, Jennifer Kee-Tyson, Julie Knecht, Barbara Lafferty, Carol Lake, Cindy Love, Faye Love, Harry "Ben" Mayfield, Gary Metzenbacher, Johari Mitchell, Scooter Mullins, Teri Mullins, Kim Oglibee, Kate Penn, Debby Peterson, J. Sanchez, Taraja Shepard Allen, Kelly Simmons, Mike Smith, Ronda Stewart, Angela Stokes, Tori Washington, Merele Wilder, Kathy Wilkes and Dominique Vacheresse.

## Honoring the Hispanic Heritage

Hispanic Heritage Month, Sept. 15-Oct. 15, is a time to celebrate the histories and cultures of Americans whose families came from Spain, Mexico, the Caribbean, and Central and South America. It is also a time to remember the many ways that Hispanic Americans help shape the United States.



The celebration goes back to 1968 and begins each year on the anniversary of the independence of five Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. Mexico, Chile and Belize also celebrate their independence days during this period, and Columbus Day (Día de la Raza) is Oct. 12.

The term “Hispanic” or “Latino” refers to Puerto Rican, South or Central American or other Spanish culture or origin, regardless of race. On the 2010 Census form, people of Spanish, Hispanic and/or Latino origin could identify themselves as Mexican, Mexican American, Chicano, Puerto Rican, Cuban or “another Hispanic, Latino or Spanish origin.”

In the words of President Barack Obama, “During National Hispanic Heritage Month, we renew our commitment to honoring the invaluable ways Hispanics contribute to our common goals, to celebrating Hispanic culture, and to working toward a stronger, more inclusive and more prosperous society for all.”

## Join Team CEA in Making Strides

The American Cancer Society provides help and inspires hope to those affected by breast cancer through early detection, education and support services. When breast cancer is detected early and is in the localized stage, the five-year relative survival rate is 100 percent. Won't you do your part by walking and raising funds to help provide these services? Gather your colleagues, students, friends and family members and form a team for the Making Strides Against Breast Cancer event on Sunday, Oct. 23. The three-mile walk begins at 9:30 a.m. at COSI, 333 W. Broad St. Registration opens at 8:30 a.m.

You can register online at [www.makingstrideswalk.org/columbus](http://www.makingstrideswalk.org/columbus). Please include Columbus Education Association as your company so that we get full credit for all the money you raise. Last year we raised \$12,000. We want to beat that in 2016. Our goal is \$20,000. The more walkers we have, the easier that should be to do. If your school does not form a team, please come out and join the CEA Dream Team.

## Know the Contract: Classroom Visitation

CEA and the CCS school district support parent and community involvement in our schools, and we encourage visitors. However, visits can disrupt the classroom. That is why we have established guidelines which you will find in Article 207 of our CEA *Master Agreement*. Here are the rules:

- Visitors must check in at the office.
- They must be escorted to the classroom, unless other arrangements are in place.
- Visitors should inform teachers they are planning to visit.
- Teachers have the right to reschedule visits when prior arrangements have not been made.
- No electronic devices may be used to record the visit, unless the teacher has agreed.
- Teachers must work with their building administrators to resolve any visitor-related problems before filing a grievance.

## Legal Services

CEA membership provides access to a legal services plan with reduced rates for those personal matters such as developing an estate plan, resolving domestic matters or dealing with a traffic violation.

The “Basic Plan,” known as the OEA/NEA Attorney Referral Program, is provided for every active member. When you become a member of the Association, you automatically receive, at a reduced rate, legal assistance with matters in five areas: real estate, wills and estates, domestic relations, consumer protection and traffic violations. This includes four free half-hour meetings to discuss any legal matter, except income tax preparation.

If you need more extensive legal assistance, including a document review, you can join the “Comprehensive Plan” and receive services at the discounted rate for matters such as personal injury. Your immediate family is also eligible.

A few legal services, such as help with business dealings, bankruptcy, or taxes and defense in criminal matters, do not qualify for the discounted rate. Call Cloppert, Latanick, Sauter and Washburn, the law firm administering the plan, at (614) 461-4455 to set up your consultation.

## Register to Vote

Do not miss your chance to vote. If you are registered, check your address. If you have moved, you must tell the Board of Elections about your change of address so it can update your polling location. If you have not voted since the 2008 election, Ohio may have deleted your voter registration. To update your existing Ohio voter registration, go to <http://bit.ly/2bZGrVb>.

If you are not registered, you may download a form at <http://bit.ly/ohvotereg> to begin the process. The deadline for Ohioans to register to vote or to update their voter registration for the Nov. 8 general election is Tuesday, Oct. 11.

## Conference for Elementary and Middle School Science Teachers

The Ohio Chemistry Technology Council's 24th Annual Teachers Industry & Environment (TIE) Conference will be held Oct. 12-14 at the Crowne Plaza Dublin.

The TIE Conference connects third through eighth grade science teachers from all over the state with industry professionals. Here they learn student-friendly experiments they can take directly back to the classroom. With the help of sponsorships from chemical manufactures across the state of Ohio, it is absolutely free. For more information about the conference go to [www.ohiochemistry.org/TIEConference](http://www.ohiochemistry.org/TIEConference). Please direct any questions to [furbee@sppgrp.com](mailto:furbee@sppgrp.com).

## Special Notes:

- Friday, Oct. 21, at 4:30 p.m. is the deadline for receipt of the CEA Members Scholarship applications. If you have a child or grandchild who qualifies as a college senior between June 2016 and June 2017, he or she could be granted \$1,250 toward tuition. Parents or guardians must have taught in the Columbus schools for four years prior to the application date and must be continuous CEA/CEA-R members. Go to the CEA site, at [www.ceaohio.org](http://www.ceaohio.org), to obtain a form. If you have questions, call Kathy Wilkes at (614) 253-4731.
- Join the Sick Leave Bank by completing the Sick Leave Bank enrollment form (<http://bit.ly/slbapp>) by Sept. 30. After receiving your completed application form, the district will deposit two of your sick days into the bank. Your initial deposit of two sick days will be refunded once you leave the district. Fill out the form and send it to CEC, Route 1. Keep a copy for your records.