

Teacher Evaluation

As we begin a new school year, it is time to start the evaluation process. All teachers must submit two Student Learning Objectives (SLOs). This requirement applies to any certificated or licensed teacher who instructs students 50 percent or more of their employed time. This applies to all teachers, tutors, and part-time hourly teachers whose primary job is instructing students. Pertinent details of the CCS-adopted format for this school year include:

- 50 percent of a teacher's rating is based on a summative evaluation of performance, the entire rating for Licensed Support Professionals (LSPs) will be based on performance, and the school counselors will be based on both performance and Metrics of Student Outcomes.
- 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. 28.
- Teachers will develop SLOs for the other 50 percent of their rating. Teachers will need to submit two (2) SLOs to the student learning objectives portal by Sept. 27 for approval by building assessment leaders.

Evaluations occur at the following 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 the three-year cycle.
- **Skilled:** One full-cycle evaluation every other year and a professional growth plan developed collaboratively with the credentialed evaluator.
- **Developing:** One full-annual evaluation and a professional growth plan developed collaboratively with the credentialed evaluator.
- **Ineffective:** One full-annual evaluation and improvement plan developed collaboratively with the credentialed evaluator.
- Teachers new to CCS will be evaluated by their Peer Assistance and Review (PAR) Consulting Teachers.

Note: Individuals who have moved positions for the 2019–2020 school year (i.e. teacher to school counselor, teacher to LSP, LSP to school counselor, or any other reversal of position) will be placed on a new evaluation rubric. The change in evaluation rubrics will require that individual to go through the full-annual evaluation cycle in their new capacities.

Track Your Evaluation

Your Association has created the CEA Teacher and Licensed Support Professional Evaluation System Checklist. This evaluation form is for members to use to record all activities of the evaluation process. The form will help you keep track of pre-observation conferences, observations, walkthroughs, and final conferences. We must be vigilant about making sure everyone follows the guidelines for ILEAD. We know from experience that if we track the events that occur during the evaluation process, we can get a good idea of where we stand. This document is not an official CCS form; it is merely a tool for members' personal use in keeping track of progress. You can find the form on the CEA website under the "Forms" tab, or it can be downloaded by going to <http://bit.ly/ccseval1920>. Additionally, the CCS ILEAD website <http://bit.ly/ILEADccs> will have up-to-date information regarding the CCS teacher evaluation process. If you have specific questions, contact CEA Staff Consultant Teri Mullins at (614) 253-4731 or Wendy Jones at the Office of Professional Learning and Licensure, at (380) 997-7515.

ULPs

There are many reasons to file an unfair labor practice (ULP). CEA has filed ULPs because of poor judgment on the part of the administrator.

Usually, ULPs stem from administrative attempts to limit members' involvement in union affairs. For example, if an administrator says

at a staff meeting, "How dare you call your union," *that's a ULP*. If your administrator says you are not to call CEA, *that's a ULP*. If an administrator threatens members who call CEA, *that's a ULP*. If an administrator states, "I know who called CEA," *that's a ULP*.

Another reason to file a ULP is because of something called "direct dealing." Direct dealing occurs when there is an attempt to deal with the union through the employees, rather than the employees through the union on terms and conditions of employment.

One such example of "direct dealing" occurred recently. An elementary school principal attempted to circumvent the provisions of the *Master Agreement* and the Ohio Revised Code and deal directly with the teachers instead of going through the union's representative—the Senior Faculty Representative. The SFR did the right thing: advocating strongly for their members, correctly informing the administrator that their actions, if continued, would constitute grounds for multiple grievances as well as an



Unfair Labor Practice.

Due to the SFR exercising their rights under the collective bargaining law, the principal retaliated against the entire staff. The principal revised the recess duty schedule and required every teacher to be out on the playground for both recesses—a total of 45 minutes of recess duty—each day, five days a week. Retaliation against an employee because they exercise their rights that are guaranteed under the collective bargaining law is also grounds for a ULP.

Your Union then contacted the elementary principal's Area Superintendent and Human Resources to address the issue. The duty schedule was quickly reversed to the pre-retaliatory version. Your Union appreciates the collaborative problem-solving approach of the administration on this issue.

You pay union dues and have the right to call CEA for any reason you deem appropriate. Even if the principal says you must go through your Senior Faculty Rep, *that's a ULP*. Any CEA member may call CEA directly.

Know Your New Contract: Elementary Art, Music, and PE

The recently ratified 2019–2022 *CEA Master Agreement* contains new language for elementary Art, Music, and Physical Education teachers. Section 307.05 sets a maximum class load of 27 classes per week for each Unified Arts specialist, regardless of the number of schools to which they are assigned. Additionally, there must be a transition time between classes of no less than five minutes.

Elementary Unified Arts specialists whose schedule(s) are in violation of Section 307.05 should notify their administrator(s) immediately so that their schedule(s) can be corrected to be in compliance with the *Master Agreement*.

Apply for TLI

The CEA, in collaboration with NEA, the National Board of Professional Teaching Standards, and the Center for Teaching Quality, is seeking 40 more CEA members to participate in the 2019 cohort of the Teacher Leadership Initiative (TLI). In the coming months, hundreds of teachers from multiple sites across the country will be selected to participate. Those who are selected and complete the entire experience will receive a \$500 completion honorarium and earn 18 CEUs for their work. The deadline to submit your online application is Friday, Oct. 18. To submit your application, go to <http://bit.ly/cea19tli>. Be sure that your application is complete. Applicants will be notified of selection by the end of October. For information about applying for this program, contact Dorothy Wilson at (614) 253-4731.

Only CEA Members' Children Receive Free College Scholarships

The CEA Member Scholarship Fund is now open for applications. This benefit is for our members with children who are college seniors. The fund provides \$1,250 in tuition assistance for each senior attending a four-year college or university. Eligible students are college seniors between Sept. 2019 and June 2020 with at least a 2.0 GPA. Payment will be made directly to the college or university. Parents or guardians must have taught in the Columbus City Schools for four years prior to the application date and must be continuous CEA or CEA-R members. Go to <http://bit.ly/fallceaschol19> to download the application. The deadline is 4:30 p.m. on Friday, Oct. 18. If you have questions, call Kathy Wilkes at (614) 253-4731.

Religious Leave: Know the Rules

Our contract ensures that teachers have the right to participate in their religious traditions. Section 702.11 of the contract allows teachers to be absent, with pay, for a maximum of three days to observe established religious holidays throughout the school year. This leave is not deducted from any other time off. Remember that a request for religious leave must be made in writing to the Department of Human Resources at least five school days prior to the holiday.

Fall Fling Is Coming

Are you coming to the CEA Fall Fling? Join us Friday, Sept. 20, from 4–8 p.m. at the Hilton Easton, 3900 Chagrin Drive. Your Association just welcomed nearly 250 new members this school year—help them celebrate their new career and welcome them to the CEA family. Our annual party features music, great food, and prizes. Get to know your colleagues and meet candidates for office and local elected officials. Admission is free. Beer and wine are just \$2.



Discipline Plan Update

The *CEA Master Agreement* specifies that your administrator, in consultation with the ABC, must create a discipline plan and put it in writing. Failure to have a plan in place is subject to a grievance at Step 2 against the principal. In the event the principal is new to the building, such failure must first be brought to his or her attention, in writing, at least ten calendar days before the grievance is filed in order for the principal to develop or finalize a building plan.

As of the time *The Voice* went to print, the following schools/units had submitted their discipline plan to the CEA Office:

Alpine ES, Champion MS, Highland ES, Innis ES,
Oakland Park ES, Wedgewood MS, and Winterset ES.

PAR/CEU Classes

The Peer Assistance and Review (PAR) office will be offering a series of professional growth opportunities for teachers of all skill and grade levels. Participants will receive 0.2 CEUs and materials will be provided.

Register today on PD Planner for any or all of these sessions:

SLO Open Session

Wednesday, Sept. 18, Hudson Computer, Lab 1

Nuts and Bolts of Classroom Management

Tuesday, Sept. 24, Hudson Lindquist Room

All classes will be held from 4:30–6:30 p.m. Call the PAR Office at (614) 365-5110 for more information or ask your PAR CT if you have questions.

Special Notes

- ❑ Sick Leave Bank enrollment ends Monday, Sept. 30. Donate two days in order to be able to borrow up to ten days. The donation form is available on the CCS Intranet under “Human Resources” or the CEA website under the “Forms” tab.
- ❑ The Columbus Early Career Educators (CECE) will meet to network and hang out on Friday, Sept. 27, at World of Beer, Easton at 4:30 p.m. Come meet some amazing folks and have a great time with other early career educators!

CEA Pre-Paid Legal Services Plan OEA/NEA Attorney Referral Program

At Cloppert, Latanick, Sauter and Washburn, we have dedicated ourselves to teachers in and out of the classroom. Our experienced personal injury, divorce, dissolution, criminal, probate and real estate attorneys are available to you at moderate rates which are lower than we normally charge our private clients.

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