Teacher Evaluation

As we begin a new school year, it is time to start the evaluation process. Per the Joint Evaluation Committee, the district will be using OTES 1.0 for the 2020–2021 school year. Per HB164, this year’s evaluation prevents districts from using any student growth measures (SGMs) for the purpose of evaluations in the 2020–2021 school year. This means that this year’s OTES evaluation will be based on performance only.

The joint evaluation panel has also agreed that, at this time, no virtual observations or walk throughs will be conducted. The evaluation panel will be meeting Sept. 22, 2020, to determine if any additional guidance from ODE is available regarding virtual observations and walk throughs. Until then, staff can begin the other components such as the self-evaluation, professional growth/ improvement plans, and virtual conferences.

Staff can get additional information on the evaluation system (LSP, OSCES and OTES) via the CCS website at https://www.ccsdoh.us/Page/2360.

Have you formed your ABC?

One of the most important mechanisms of the school building is the Association Building Council (ABC). This group of at least five teachers, organized during the first month of each school year, is an advisory group that assists the principal and the school staff in developing policies and programs for the school. Details can be found in your CEA Master Agreement (Article 202.01). Here are the basics:

- The ABC consists of the building’s Senior Faculty Representative, two other members elected by secret ballot, and two members appointed by the principal.
- All CEA bargaining unit members have the right to have matters placed on the ABC agenda and have the right to speak to the ABC on those items. Most ABC meetings are open to all CEA bargaining unit members in the building.
- The principal is not a member of the ABC and cannot vote on any agenda items, but should be in the right to speak to the ABC on those items. Most ABC meetings are open to all CEA bargaining unit members in the building.
attendance at all ABC meetings.

* Send a copy of the minutes of your ABC meetings to CEA Vice President Phil Hayes at hayesp@ceaohio.org and your CEA District Governor.

**Recess? When?**

Don’t forget to determine your school’s recess policy. This year, the vote must occur by the end of the workday on Thursday, Sept. 3. CEA fought hard to preserve and clarify elementary recesses in the contract. Each school can decide whether to have one or two 15-minute student recesses per day. Voting for zero recesses is not an option. The Master Agreement requires that recesses take place mid-morning and/or mid-afternoon, not adjacent to the beginning of the school day, lunch time or end of the school day, unless the school elects to do so. The lunch period for students is 60 minutes. Teachers must have at least a 30-minute uninterrupted lunch period daily. A change requires a secret ballot vote of the staff conducted by the FR. If you do not take a vote, the status quo from last year remains. CEA urges you not to give up your rights in the contract or give up your school’s recesses—our students need them. For full information, refer to Section 302.06 of the CEA Master Agreement.

**Only CEA Members Get Free Legal Assistance**

CEA offers a members-only Legal Services Plan through the law firm Cloppert, Latanick, Sauter and Washburn featuring reduced rates for those personal matters requiring a lawyer such as developing estate plans, resolving domestic matters and dealing with traffic violations.

Here’s how the Basic Plan or the OEA/NEA Attorney Referral Program works: When you become a CEA member, 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. The best thing is that your immediate family is also eligible. As a CEA member, you automatically receive four free half-hour meetings to discuss any legal matter except income tax preparation. There is another plan available as well. The Comprehensive Plan costs more but provides more extensive coverage for matters such as personal injury at a predetermined, discounted rate. The plan allows you more time to discuss lengthier items such as document reviews. The Comprehensive Plan also entitles you to attorney time for services such as business dealings, bankruptcy or taxes, and defense in criminal matters, however, these matters do not qualify for the discounted rate. For questions and consultation appointments, call the Cloppert Law Firm at (614) 461-4455.

**First Thursdays = CEA**

Any events that require the majority of the school staff to be in (virtual) attendance should not be scheduled after school on the first Thursday of any month. This is because Association business occurs chiefly on Thursdays. If you have questions, consult Section 205.04 of the CEA Master Agreement.

**Only CEA Members’ Children Get 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 student attending a four-year college or university. Eligible students are college seniors between Sept. 2020 and June 2021 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 https://bit.ly/2FXFM3r to download the application form.

The deadline is 4:30 p.m. on Friday, Oct. 23. If you have questions, call Kathy Wilkes at (614) 253-4731.

**Parent-Teacher Conference Dates**

Every year, two workdays are set aside for parent-teacher conferences. These dates are always scheduled on the Wednesday before the Thanksgiving holiday and on President’s Day. However, Article 1401 of the Master Agreement provides each school the opportunity to deviate from the established parent-teacher conference dates. A majority vote of the full-time teachers in your building and the concurrence of your building principal is required to select a different date and time for your school’s conferences. Once your school’s parent-teacher conference dates have been changed, all teachers must comply with the selected schedule and date(s). Please note that no parent-teacher conferences should be scheduled after school on the first Thursday of any month. This is because Association business occurs chiefly on Thursdays. We have negotiated the right for CEA representatives to take care of Association business.

**September Legislative Assembly (LA)**

The first CEA Legislative Assembly of the 2020–2021 school year will be held on Zoom on Thursday, Sept 17. Registration begins at 3:30 p.m. with the meeting starting promptly at 4:30 p.m. All Faculty Representatives should plan to be in attendance. RSP to Michelle Crouse at crousem@ceaohio.org. Be sure to include your name and the building/unit you represent.

**OEA Day of Collaboration: Distance Education Webinar**

In schools that achieve impressive learning results for Black, Latinx, and low-income students, researchers consistently find classrooms where all students feel valued and capable. Students with disabilities share that their teachers make them feel respected and intelligent. Students with emerging bilingualism report feeling a sense of belonging. Students who entered school below grade level express a sense of hope because they are convinced their teachers are committed to their academic success. With passion and appreciation, Black students say their teachers believe in them and make them believe in themselves. In high-performing schools,
researchers find abundant evidence of teachers leading students to feel valued and capable (Johnson, Uline, & Perez, 2019).

No one knows how long schools will remain closed physically; however, it is reasonable to assume that online teaching strategies will remain an important educational tool for the foreseeable future. So, how can educators use online learning situations in ways that maximize the likelihood that students will perceive they are both valued and capable? How can teachers use technology to increase the likelihood that each and every student will think, “The adults at my school sincerely want me to succeed in school and in life. They are confident that I am a scholar, likely to excel.” The Ohio Education Association, in collaboration with the National Center for Urban School Transformation, will explore this topic in greater detail in our upcoming webinar entitled, “Leading Students to Feel Valued and Capable through Online Learning,” held on Monday, Aug. 31, at 3:30 p.m. To register, go to https://bit.ly/3hxoFsf. If you have questions, please contact Demetrice Davis at davisdem@ohea.org.

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At Education First Credit Union (EFCU), school employees are near and dear to us. Established in 1936, by a group of Columbus City School school employees, school employees are the very reason we exist! When you open an account at the credit union, you aren’t a customer— you become a member-owner.

Whether you are saving for one of life’s many events (college, wedding, retirement) or if you are looking to purchase a new home, refinance your current home, shopping for a new car or want to make some home improvements—rest assured that you can depend on your credit union.

Compassion and commitment to excellence are the promises we make to each other, to school employees, and every EFCU member. At EFCU, we’re looking out for your best interest. We’ll help you achieve more in life by offering better rates, lower fees, and financial guidance you can trust.

Membership is easy, with convenient locations in Reynoldsburg, Westerville, and Downtown Columbus. We’re online and mobile too!

We invite you to see all the great things we can do for you. Go to educu.org to see how we can become a financial resource for you or call (614) 221-9376.

Join today!