

Remember 9/11: Day At Home

It's hard to forget the dark day of Sept. 11, 2001. On that day, we ceased to be separate neighborhoods and groups. In a moment, whatever differences may have existed between people throughout the country were instantly dissolved and rendered trivial compared to our fundamental compassion and concern for the well-being of others. There is a way to honor the memories of the more than 3,000 people who died that day. On Dec. 18, 2001, Congress designated Sept. 11 as Patriot Day, or the National Day of Service and Remembrance. Each year we honor those who died in the terrorist attacks. In commemoration, U.S. flags should be flown at half-staff and Americans observe a moment of silence beginning at 8:46 a.m., the moment the first plane crashed into the World Trade Center.



This year, in observance of the 20th anniversary of the 9/11 attacks, 911day.org invites the nation to help transform the anniversary of 9/11 into a day of worldwide day of unity and doing good in tribute to those who were killed and injured in the Sept. 11, 2001, terrorist attacks, as well as the many rescue and recovery workers and members of our military who bravely rose in service in response.

The goal of 911.org is to inspire Americans and others to perform 20 million good deeds in remembrance and tribute for the 20th anniversary of 9/11. This year, 911.org is also paying tribute to the many people in the United States and around the world who have died of COVID-19, and the many healthcare personnel, first responders, and other front line workers who continue to put their lives at risk to fight this pandemic and keep others safe. More information is available at <https://911day.org/>. Also, visit www.serve.gov for more information.

Evaluations Information

The following information was emailed to certificated staff from ILEAD administration within the last week, the email was designed for Educators to receive CCS evaluation guidance and information for the new evaluation portal, Ohio Evaluation System (OhioES).



All educators should begin completing a Self-Assessment (due by Sept. 10).

You will receive an account activation email soon from no-reply@ohioes.com. If you have previously logged into OhioES or eTPES, you can disregard the activation email and sign in with your existing username and password using the attached log in document.

If you are a new user to eTPES/OhioES, please follow the information on the attached document to set up your account using the activation email provided. Please note, the activation email may go to your clutter or junk email folder.

You can access the Ohio Evaluation System on the district's ILEAD website: <https://www.ccsos.us/Page/1177>. After logging in, be sure to check your information (role, location and name) in the system for accuracy; contact our office immediately at ileadadmin@columbus.k12.oh.us if you feel there is an error. Then, follow the attached user guide to complete your self-assessment.

You will notice some changes to the self-assessment:

- The self-assessment is a tool for you to reflect on

your areas of strength and challenge in preparation for the growth process of the evaluation. You are the only person who will have access to the self-assessment in the system. Your evaluator will not be able to see what is entered.

- Teachers will reflect on the Ohio Standards for the Teaching Profession in the OTES 2.0 self-assessment. These standards (available on the ILEAD website) are the basis for the OTES 2.0 rubric.
- The LSP self-assessment has you reflect on the components of the LSP rubric. Please refer to the LSP rubric (available on the ILEAD website) when completing it.
- School Counselors will self-assess based on the OSCES rubric language (available on the ILEAD website).
- The OPES self-assessment allows Principals and Assistant Principals to reflect on the OPES rubric language (available on the ILEAD website).

Additional information about the 2021–2022 evaluation is available on the ILEAD website under Resources and Process, including the evaluation process, deadlines/timelines, evaluation cycle graphics, rubrics, etc. Refer to this information frequently throughout the school year and collaborate with your evaluator for next steps in the evaluation process.

We look forward to a great evaluation year. If you have any questions, let us know.

TBTs: How They Function

Your Union has been receiving an increase in calls about Teacher Based Teams (TBTs) and their work, composition, and duties as it relates to the Ohio Improvement Process (OIP).

TBT Composition

Every single CEA bargaining unit member is expected to be a member of one TBT. Each TBT should meet once per week for approximately 45 minutes. These meetings should take place within the workday, but outside of elementary planning/preparation time or secondary conference periods, unless the members decide differently amongst themselves. Additionally, TBTs should be comprised of school-based personnel and can be organized a variety of ways; most are organized by grade level or content area.

TBT Functions

Most importantly, TBTs are one of several types of collaborative implementation teams prescribed by the OIP. A collaborative team, especially a TBT, are essential for shared leadership and effective communication. To function effectively, TBTs should have shared leadership and decision making. This means they should not be “run” by one person. Instead, every member of the team shares in the decision-making process. Occasionally, school or district-level staff may attend your meetings. They should be welcomed, for they are there in a support role however, their presence **does not** mean they are “in charge” of the TBT.

The Five-Step Process

The work of the TBT is to follow the Five Step Process as defined by the OIP. At its best, the process is an organizational strategy which provides for collaboration, communication, shared decision-making, and the inclusion of multiple perspectives to guide the work of the district toward organizational learning and continuous improvement. At its worst, the process

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Grievance Update

Your Association works hard to protect your rights and maintain the integrity of the negotiated contract. While we advise bargaining unit members to work out problems at the building level first, we know this isn't always possible. We will regularly inform you of the grievances on which CEA is working. You can review the text of each grievance in its entirety by going to <https://bit.ly/3DwhUT7>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
CCS Administration	The Columbus City School Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the Memorandum of Understanding 2020...	The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: The Board shall cease and desist from directing CEA bargaining unit members to perform work which is ...	Arbitrator found in favor of the Association. Go to https://bit.ly/3kMVF2H to view the award.
South Mifflin ES Pamela Eberhardt-Horton	South Mifflin ES principal Pamela Eberhardt-Horton, in her capacity as agent of the Board of Education of Columbus City Schools, violated the Columbus Education...	The grievant will be made whole in every way, including but not limited to the following: The district shall immediately withdraw the Written Reprimand issued on or about June 15, 2021 from the grievant's per...	Step 1 hearing held. Relief requested denied. Step 2 hearing pending.
CCS Administration	The Master Agreement was violated, misinterpreted and/or misapplied when the Board/District unilaterally pro-rated supplemental contracts for members on an ...	The grievant(s) shall be made whole in every way, including but not limited to the following: The Board will cease and desist from unilaterally pro-rating supplemental contracts and altering supplemental pay. All affected bargain...	Step 2 hearing held. Awaiting decision.
CCS Administration	The CEA board agreement was violated, misinterpreted and/or misapplied When supervisor of school counseling Bill Mitchell, acting as an agent of the board of education...	The grievant(s) shall be made whole in every way, including but not limited to the following: Reinstated as a resource counselor for the 2021-2022 school year; Provide supplemental pay hours she was denied prior to and ...	Step 2 hearing held. Awaiting decision.
Briggs HS Tonya Milligan	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal at Briggs HS, Tonya Milligan, unilaterally implemented a nine period day...	That the principal revert to an eight period day as specified in the Memorandum of Agreement on the Eight-Period Day in High Schools and Middle Schools and that any future schedule variances follow the Reform Panel...	Step 1 hearing pending.

Go to <https://bit.ly/3DwhUT7> to see the grievances in their entirety.

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is simply an exercise in compliance; meeting to meet and filling out mounds of virtual paperwork. There should not be a predetermined calendar of when each TBT moves from one step to another. This process is fluid, and each TBT will spend differing amounts of time on each step.

Step 1: Identify Critical Needs

Once the Building Leadership Team (BLT) completes a school needs analysis, it will identify the critical needs for the school. At this point your TBT begins gathering multiple data sources that will illustrate the critical needs. Most importantly, those data sources should go beyond simple test scores.

Step 2: Research and Select Evidence-Based Practices

After your school's critical needs have been identified, the next step is to research and select evidence-based practices to implement. Your BLT could identify evidence based-practices for TBTs to use or TBTs could select something different than what is suggested by the BLT.

Step 3: Plan For Implementation

At this point in the process, TBTs gather to collaborate on a plan to implement the evidence-based practices. Every plan looks different because the needs of every TBT are different.

Step 4: Implementation

Once the plan is in place, the TBT monitors the plan continuously. This point in the process is about focusing on student work, the evidence-based practice(s), and monitoring how students are responding to efforts. Monitoring does not mean an individual outside of your TBT comes in to your meetings with a checklist.

Step 5: Examine/Reflect/Adjust

The final stage of the process is to determine whether or not the evidence-based strategies had the expected outcomes. TBTs should reflect on replicating successful practices, identifying practices to improve and then adjusting course.

Special Fall Election: District 4

Seeking candidates for the unexpired terms of Governor for District 4

A Declaration of Candidacy for CEA Office will be available starting Oct. 4, 2021. The form can be found at www.ceahio.org or by calling CEA at (614) 253-4731. It is due at the CEA office no later than 4:30 p.m. on Friday, Oct. 15, 2021. Campaigning begins Oct. 4 and runs through Nov. 16, 2021. Ballots will be in the buildings on Friday, Oct. 29, 2021. Voting will begin on Tuesday, Nov. 2, 2021, and will end Tuesday, Nov. 16, 2021. Ballots will be collected and tallied by the Election Committee on Wednesday, Nov. 17, 2021.

Call Brittany Herb, CEA Election Chair, at (440) 225-2631 with any questions.

The form is titled "Declaration of Candidacy for CEA Office" and includes a "Member ID #". It contains fields for "Date of Application", "Name", "Address", "Home Phone", "Cell Phone", and "Email Address". There is a section for "Work Location and Position" and a "PLEASE PRINT" section. A "CEA Receipt of Declaration of Candidacy for CEA Office" stamp is visible at the bottom.

Now forming: 2021-2022 Bargaining Team

Your Union is now forming the Bargaining (Negotiations) Team. Our current contract is set to expire in August of 2022. This posting begins our process for the next round of negotiations. Our comprehensive team will represent the diversity and varied experience levels of all our members. Inside your contract book, you will find a list of 50 members who helped guide us through the process during our last round of negotiations.

We are looking for members who want to be involved in the future of CEA. As a representative on the Bargaining Team, you will have an opportunity to work as part of a large team of dedicated members. As a part of the team, your responsibilities will include:

- identifying the current needs of teachers,
- communicating and disseminating information to our members, and,
- serving as liaisons to keep members updated throughout the year.

Interested applicants should send a cover letter highlighting your interests and qualifications along with a résumé to:

Kathy Wilkes at wilkesk@ceahio.org

The selective interviewing process will be utilized to select the Bargaining Team members.

Special Notes

- All Resident Educators are required to attend a Resident Educator orientation session each school year.** The sessions are offered on **Monday, Sept. 13,** and **Wednesday, Sept. 15,** from **4:30-6:30 p.m.** and will be **facilitated via Zoom.** The Zoom link will be sent to registrants via email the day before the meeting. **Register in PDS** (course number **42016**).
- Personal Contact Info:** CEA needs your **personal (non-CCS) email address** and your **cell phone number** so we can communicate important information to you. CEA needs to communicate critical information to you quickly, and that is not always the *CEA Voice*. If you are not receiving messages from CEA, send an email with your contact information to Michelle.Crouse@ceahio.org.
- Professional Leave:** There is **\$200,000** available to bargaining unit members each year to pursue professional development opportunities outside the school district. These include taking a course or attending a conference or workshop. Forms to apply for professional leave are available in the **"Forms"** section of the **CEA website** or the **CCS Intranet**, along with the full leave guidelines and the deadline schedule for applications based on the activity date.

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.

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



**Cloppert Latanick
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Contact us today and allow our experience to work for you.