

The CEA Voice

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PAS 2012–2013

The PAS committee is now announcing the awardees for the 2012–2013 school year. Payment to the following individuals is expected to be made on Nov. 28, 2014:

Tripti Agarwal, Judith Andria, Jennifer Angelcyk, Amie Ankeney, Thomas Antes, Eileen Baesmann, Talon Bailey, Rosina Bell-Games, Deborah Bennett, Stacey Blackstone, Christian Blackwell, Beth Boyd, Kristin Brant, Herman Brown, Christine Burgess-Marrell, Buffy Burroughs, Jeanne Byrer, Lauriann Byrum, Charmaine Campbell, Kimberly Carpenter, Jeramie Carter, Jessica Corder, Julie Crosby, Carla Davis, Shalonda Davis, Julie Deshuk, Cheniqua Drennen, Shannon Edwards, Christy Ellis, Keith Emrick, Patrick Fath, Anita Gerberry, Ashley Goode, Erin Gutridge, Erica Harris-Raymore, Darlene Harrison, Ali Hassan, Marcie Hatfield, Paulette Haven, Scott Heiss, Megan Hinz, Sheila Hock, Christine Hoell, John Hoell, Lisa Hoenshell, Christina Hoerig, Carrie Hoover, Christina Howard, Mohamed Isse, Donna Jarrett, Peggy Jenkins, Patricia Johnson, Shelley Justice, Laura Kerr, Kimberly Kerschner, Kathy Kessler, Angelia Kipfer, Nicol Kuhl, Michael Kuhnell, Kenneth Lacure, Michelle Lee, Deborah Leopold, Lila Levendoski, Lynette Lewis, Christie Lukasik, Tracy Magnuson, Andrea Manfresca, Susan Marcus, Dawn Marsh, Amy Martin, Brooke Martin, Michelle Martin, Staci McCafferty, Edna McCambridge, LaWanna McGough, Douglas McKee, Traci Michalak, William Mitchell, Heather Mullenax, Carol Neague, Amy Novak, LuAnn Oliver, Jennifer Ozebek, Tad Page, Ruth Palmer, Brianne Pannell, April Pendery, Frances Penn, Lisha Perdue, Emilie Pitzen, Trina Ptak, Charles Ratliff, Lori Reeves, Stacy Rhodes, Christine Richards, Karen Richards, Denise Riley, Staci Rouse, Amy Roush, Angela Rybicki Place, Amy Salem, Pamela Scott, Mallikah Sharp, Micheolle Smith, Deliana Soto, Steven Stefanick, Tracy Stevens, Lori Sutton, Beth Suver, Lori Swope, Beth Taylor, Kelly Telzrow, Sequoia Temple, Heather Thompson, Michelle Torka, Thomas Trang, Nancie Turkal, Beth Von Blon, Stephanie Wade de Castro, Elizabeth Walker, Vernell Washington, Jane Welin, Mary West, Marilyn Wilcox, Cynthia Wilimitis, Michelle Williams, Erin Wilson, Brooklynne Workman, Constance Workman and Mary Young.

CEA members listed above who resigned or retired after the 2012–2013 school year should contact Drenna Johnson at 365-6441 to provide updated address and direct deposit verifications for payment.

Gainsharing Changes

In 2002, the federal government reauthorized the Elementary and Secondary Education Act (ESEA), creating the Adequate Yearly Progress (AYP) rating. Gainsharing language in the *CEA Master Agreement* specified that the only way to earn the award was for a school to make AYP. Over the years, fewer and fewer schools began to make AYP. Discussions at the federal level began to suggest that AYP might not last much longer.

In the spring of 2011 our members ratified a new contract. It contained language that allowed a joint committee to change the Gainsharing award criteria in future years if the AYP was discontinued. When Ohio's ESEA Flexibility Waiver was approved by the U.S. Department of Education in 2012, the state ceased reporting AYP beginning with the 2012–2013 report cards.

During the time the CCS report cards were on hold, a joint committee of district and Association representatives met to research a new metric to award Gainsharing. The committee used data from the state's Secure Data Center, a password-protected business intelligence portal through which school and district personnel can access their organization's data in the ODE data warehouse. In August, ODE certified the accuracy of CCS' data for the 2012–2013 and 2013–2014 school years.

After considering multiple options, the committee decided to use the state-calculated Performance Index (PI) score as the award criteria. The benefit of using the PI score is that it measures the achievements of every student on state assessments regardless of his or her level of proficiency. AYP was singularly based on students' pass/fail rates. By using the PI score schools receive points for every level of student achievements on state assessments, with more points being awarded for higher scores.

Instead of a single "all or nothing" Gainsharing award as in years past, the committee decided to divide the award into four equal and independent components. Each component would be worth 25 percent of the full Gainsharing award, and would be tied to the PI score of the following student groups: all students, Economically Disadvantaged (ED), Limited English Proficiency (LEP) and students with disabilities.

To earn the Gainsharing award component for each student group listed above, a school must:

- Increase the PI score for a student group by at least ten percent from the previous year
- Earn or maintain an "A" PI score for a student group (108 or more of 120 possible points)

For example, a school could raise the PI score by ten percent for ED and LEP students and be awarded for its progress with those two student groups. That school would receive 50 percent (two components) of the full Gainsharing award.

Using this criteria, the following schools will receive Gainsharing for the 2012–2013 school year. The number in parentheses following each school equates to the number of components (25 percent of the full award) each school will receive:

Arlington Park ES (1), Beechcroft HS (1), Briggs HS (1), Brookhaven HS (1), Cassady ES (1), Clinton ES (1), Columbus Africentric Early College ES (1), Columbus Alternative HS (1), Eakin ES (1), East Columbus ES (1), East Linden ES (1), École Kenwood K–6 (1), Fairwood ES (1), Forest Park ES (1), Highland ES (1), Innis ES (2), Liberty ES (1), Lincoln Park ES (4), Lindbergh ES (1), Linden-McKinley STEM Academy (1), Maybury ES (1), Monroe MS (1), Northland HS (1), Northtowne ES (1), Parkmoor ES (1), Siebert ES (1), Valley Forge ES (1) and West Mound ES (1).

Note: As of the time this issue went to print, the per-component Gainsharing amount for the 2012–2013 school year was still being verified.

CEA members who resigned or retired after the 2012–2013 school year should contact Drenna Johnson at 365-6441 to provide updated address and direct deposit verifications in order to receive payment for Gainsharing.

PAS 2014–2015 Enrollment Now Open

The Performance Advancement System (PAS) allows individuals and groups of teachers who volunteer to work toward specific academic improvement goals to qualify for PAS bonuses of \$2,500 for demonstrated accountability for student progress. You may enroll in the 2014–2015 PAS program online at <http://columbus.blackboard.com>. After logging in, click on the PAS 2014–2015 tab at the top of the screen. The PAS application deadline is 4:30 p.m. on Monday, Nov. 17, 2014. If you have questions, contact Jenny Meade in the office of Professional Learning and Licensure at 365-5039.

Save the Date for MLK

The Annual Dr. Martin Luther King, Jr. Awards Dinner is set for Thursday, Jan. 15, at the Hyatt Regency Columbus. Throughout the evening we honor the memory of Dr. King, and we also present awards to individuals who exemplify the spirit of his work. Nominations are now being accepted for these awards:

- **The Dr. Martin Luther King, Jr. Humanitarian Award** is given for distinguished service in the community in the areas of education, social justice or human and civil rights. Anyone except current employees of the Columbus City Schools is eligible to receive this award.
- **The Helen Jenkins Davis Award** is named in honor of the first black teacher hired by the Columbus schools. Mrs. Davis, who was hired in 1918, was also the first witness called in the 1976 school desegregation trial in Columbus. The Davis Award is presented annually to a CEA member who has promoted social justice, diversity and human and civil rights.

Last year, we honored the Rev. Dr. Charles Booth of Mt. Olivet Baptist Church with the King Humanitarian Award and Rhonda Johnson, our previous CEA President, with the Davis Award.

The deadline for submitting nominations for both awards is Monday, Nov. 10 at 5 p.m. Nomination forms have been sent to each Senior Faculty Representative. You may also download forms at <http://bit.ly/MLKNominationForms>.

This event is always well attended so be sure to purchase tickets well in advance. Tickets are \$30 per person, or \$240 for a table of eight. Watch for information about the dinner in upcoming issues of *The CEA Voice*.

United Way Campaign Ends

Friday, Oct. 31, marked the end of the 2014 United Way Campaign. We would like to thank the following schools/units that have turned in their completed United Way Campaign envelopes at the time this issue went to print:

Berwick K–8, CAHS, CEA, Cassady ES, Columbus City Prep. School for Boys, Como ES, Gables ES, Highland ES, Leawood ES, Ohio Avenue ES, South Mifflin STEM Academy K–6, Southwood K–6 and Winterset ES.



From the Front Lines to the Classroom

If you served in the U.S. Armed Forces we want to say thank you. Veterans Day is Nov. 11. *The CEA Voice* will honor that day with a list of CEA members who have served in the military. Let us show our appreciation. Send an email with your name and branch of service to Bob Hern at bhern@ceaohio.org. We will publish your name next week.

We Made Great "Strides"

The weather and the turnout were perfect for this year's American Cancer Society "Making Strides" Walk to benefit breast cancer research. We would like to thank our organizer, Ezetta Murray, and the CEA members, friends and family who wore pink and walked 5K to honor breast cancer survivors and fighters.

Our tent volunteers were: Angel Dyer, Charlene Gomer, Tai Hayden, Debbie Huffman-Mirib and J. Sanchez.

Special Notes

- ❑ For members who must pay back their 2010–2011 Gainsharing award, CEA will provide tax professionals who will offer members guidance on filing an amended tax return at no charge. To RSVP for this opportunity, send an email from your personal account to Tom Busher, CEA Budget Director, at tbusher@ceaohio.org by 5 p.m., Friday, Nov. 7. Title the message "2010–2011 Gainsharing" and include your full name, building/unit, home address, as well as your home and cell phone numbers in the body of the message.
- ❑ The Spring 2015 Fee Waivers are in all buildings. Completed fee waivers are due back to the Sixth Street Annex on Friday, Nov. 7, by 5 p.m. If you are a Priority 1 or a Priority 2 status, include the proper documentation with your completed fee waiver. Your priority status will change without the required documentation. Contact Norma Oldham in the Sixth Street Annex at 365-5039.
- ❑ Campaigning ends for District 6 Governor and Middle School At-Large Governor on Nov. 10. Be sure to get involved in the election process by casting your vote. The Elections Committee will tabulate votes on Nov. 11.