

The CEA Voice

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Teacher Evaluation Update

The Ohio Teacher Evaluation System has been a reality for the past three years. There have been more changes to the Evaluation System which will go into effect this school year.

Ohio House Bill 64, signed into law on June 30, 2015, altered the process of calculating and including value-added ratings for inclusion in the evaluation process. As a result, ALL teachers must do two Student Learning Objectives (SLOs) at the beginning of the school year. The Ohio Department of Education has also clarified that any employee who works with students fifty percent or more of the work day must be evaluated using OTES. Beginning this fall, all tutors and part-time hourly teachers will be included in the teacher evaluation process. Pertinent details of the CCS-adopted format for this school year include:

- Half of the teacher 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 growth measures for half of their rating. They will have either professional growth or improvement plans, which they will discuss with administrators at their scheduled conferences. Conferences should be held by Sept. 30, 2015.
- Teachers will need to submit two (2) student learning objectives (SLOs) to the student learning objectives portal by Oct. 16, 2015, for approval by building assessment leaders. Evaluations are at these intervals, depending on your rating:
- **Accomplished:** One full cycle evaluation every third year and the development of a professional growth plan; maintenance of an “average” or better rating on student growth measures to continue on the three-year cycle. See www.ccssoh.us/Downloads/2015-16_ACCOMPLISHED_revised_August_2015.pdf.
- **Skilled:** One full-cycle evaluation every other year and a professional growth plan developed collaboratively with the credentialed evaluator. See www.ccssoh.us/Downloads/2015-16_SKILLED_revised_August_2015.pdf.
- **Developing and Ineffective:** Full annual evaluation and improvement plan developed collaboratively with the credentialed evaluator. See www.ccssoh.us/Downloads/2015-16_FULL_revised_August_2015.pdf.

Teachers new to CCS will be evaluated by their 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 Portal will have up-to-date information regarding the CCS teacher evaluation process. If you have specific questions, contact Teri Mullins, CEA (253-4731) or Greg Mild, Office of Learning and Licensure (365-5039).

CEA Elections—Fall 2015

A special Fall Election is needed in order to fill two vacancies: District 4 Governor and District 5 Governor. The winner of each of those races will complete an unexpired term ending in 2017. To be eligible, candidates must, at the time of election, be employed in the District they seek to represent and must have been members of the Association for at least two years immediately

preceding the election.

Members interested in running for either position must declare their candidacy between Oct. 5 and Oct. 15. Voting will take place from Oct. 27–Nov. 10. The Elections Committee will tabulate votes on Nov. 11. In the event of a run-off election, voting will take place from Dec. 2–15, with votes tallied on Dec. 16.

Declaration forms are available by calling the CEA office or by going to www.ccaohio.org under “Forms.” If you have further questions, feel free to contact Neil Moore, the Elections Committee Chairperson, by email at senyormoore@gmail.com or by phone at (614) 264-2188.

National Hispanic Heritage Month



Hispanic Heritage Month is from Sept. 15–Oct. 15. It 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 have helped shape the United States.

Hispanic people were among the earliest European settlers in the New World. With roots in Europe, Africa, and South and Central America, the country’s 50.5 million Hispanic Americans have close cultural ties to Mexico, the Caribbean, Central America, South America and Spain. Hispanics have profoundly influenced our country through their strong commitments to family, faith, hard work and service. They have enhanced and shaped our national character with centuries-old traditions that reflect the multiethnic and multicultural customs of their community.

Here are some people with Hispanic backgrounds whom we celebrate for their diverse accomplishments:

- **Illeana Ros-Lehtinen** is a Cuban American and the first Hispanic woman to be elected to the U.S. Congress. She represents Florida’s 27th Congressional District. Ros-Lehtinen began her career as a teacher and was inspired to fight for a stronger educational system, lower taxes and a brighter economic future for the students and parents in her district.
- **Jose Feliciano** is known for his many international hits, including the best-selling Christmas song, “Feliz Navidad.” The blind, Puerto Rican-born musician first performed at age 9 at the Puerto Rican Theater in the Bronx. Feliciano has won numerous Grammy Awards.
- **Mark Sanchez** is quarterback for the Philadelphia Eagles. Sanchez grew up in California and played football for the University of Southern California. He was drafted to the New York Jets in 2009. Since his college days, Sanchez has remained involved with the Latino youth community in Los Angeles and takes any opportunity he can to give back.
- **Ellen Ochoa**, in 1991, became NASA’s first Hispanic woman astronaut and in 1993 the first Hispanic woman to go to space, on the space shuttle Discovery. The daughter of Mexican parents, she is also the first Hispanic director of NASA’s Johnson Space Center. Ochoa has received special honors from NASA, including the Distinguished Service Medal and the Outstanding Leadership Medal.

Find more information at www.hispanicheritagemonth.gov.

Walk to Find a Cure

Cancer touches more than just the persons diagnosed. It has an impact on everyone around them. Cancer affects one in two men and one in three women in their lifetimes. There is a good chance you know at least one person who has been affected by breast cancer or another type of cancer—perhaps even yourself.

Despite this staggering statistic, there is hope. More and more people are surviving cancer every day in part through lifesaving research and treatments. The American Cancer Society has played a role in nearly every cancer breakthrough in recent history, thanks to those who support its efforts. The American Cancer Society's "Making Strides Against Breast Cancer" walk unites communities to celebrate people who have battled breast cancer and educates people about ways to reduce their risk. Every dollar raised and every step taken will save lives by helping people stay well and get well, by funding research, finding cures, and supporting those fighting against breast cancer.

Join CEA on Sunday, Oct. 11, along with thousands of others for the annual "Making Strides Against Breast Cancer" walk. The walk begins at 7:30 a.m. at COSI, Genoa Park, 333 W. Broad St. Registration begins at 7 a.m.

CEA is a flagship sponsor, so we would like to show strong support for this event by having many teams registered. Form a team at your school. Your team members do not have to be district employees. This is a great opportunity to involve the community in your school efforts. Some schools encourage students and their parents to join their teams.

There is no fee to register. The first 40 people to register online and raise \$50 can receive a free CEA Making Strides T-shirt. Sizes are limited, so register early. For more information, call Ezetta Murray at CEA 253-4731. Once your registration is confirmed, you will receive your T-shirt. To register go to www.makingstrideswalk.org/columbus. Be sure to add "Columbus Education Association" as your company. All monies collected are to be turned in at the CEA tent the day of the event.

Weingarten: Know Your Rights

Thirty years ago, the U.S. Supreme Court protected unionized workers' rights to due process during questioning by a supervisor. The case, *NLRB v. J. Weingarten*, has come to define what's known as your "Weingarten Rights."

If you are asked to attend a meeting with your principal or supervisor for an unspecified reason, you should:

- 1) First, ask the principal or supervisor to clarify the reason for the meeting. You cannot refuse to attend a meeting called by your principal—to do so would be insubordination. However, you should be informed about the purpose of the meeting.
- 2) If the purpose of the meeting is disciplinary in nature, or becomes disciplinary in nature, you are entitled to CEA representation upon your request. (*Your principal might not tell you this.*) The choice of representative is up to you—this is what you pay dues for. Your administrator should never arrange for representation on your behalf.
- 3) If your requested representative is unable to attend the meeting, your administrator is obligated to arrange the meeting at a time when the representative can attend. Section 404.01 of the *Master Agreement* provides members with a maximum of five school days to reschedule the meeting.

CEA suggests representation any time the purpose of the meeting is for one of the following:

- Any type of disciplinary action
- Investigative meeting
- Reprimand
- Infraction of a work rule or board policy
- Questions concerning requests or uses of leave (personal, sick)
- Allegations of abuse
- Parental, student or community complaint

For your convenience, CEA has sent your Senior Faculty Representative Weingarten Rights cards to be distributed to all members in your building. Refer to this card whenever your principal or supervisor requests a meeting with you. If you have questions, call CEA at 253-4731.

Elections: It's Convenient to Vote Early

Voting is essential. It is our chance to tell our elected officials what's important to us. We support candidates who support public education. One of the key reasons many citizens are disappointed in politicians is because so many of them do not participate. As educators, we set the example for our students. We also set the example for each other. In Ohio, you can vote early. Early in-person and absentee voting for the Nov. 3 General Election begins Oct. 6 at your county's board of elections. You can find a list at <http://www.sos.state.oh.us/SOS/elections/electionsofficials/boeDirectory.aspx>. In Franklin County, the board is located at 1700 Morse Road. Mark your calendar. Here is the voting schedule:

Oct. 6–23: Tuesday–Friday, 8 a.m.–5 p.m.

Oct. 19–Nov. 2: Monday–Friday, 8 a.m.–5 p.m.

Saturday, Oct. 31: 8 a.m.–4 p.m.

Sunday, Nov. 1: 1 p.m.–5 p.m.

Professional Development Days

The PD Days for 2015–2016 are Sept. 25, Oct. 16 and Nov. 2. Planning Committee members from each site are submitting agendas to be approved for all three days. Speak with the Planning Committee if you have suggestions or if you would like to be involved. Once the agendas are approved, the administrator is responsible for ensuring it is entered in CiMS. Individuals are responsible for registering on CiMS for their respective professional development. Your administrator has a list of the groups that are exempt from attending the PD at their assigned school. These groups will have their professional development at an alternate location and be notified by their department/division of all details of the day. At the end of each PD, use the evaluation form on CiMS to provide feedback to the Planning Committee at your building.

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.

Date	Topic
Sept. 15 or 16	Special Education *Inclusion for General Education Teachers
Sept. 29 or 30	Classroom Environment
Oct. 20 or 21	Lesson Delivery
Nov. 10 or 11	SAIL/IAT Supports
Dec. 1 or 2	Gang Awareness
Dec. 15 or 16	Classroom Management

Register today on PD Planner for any or all of these sessions. Classes will be held Tuesdays or Wednesdays from 4:30–6:30 p.m. at Columbus Downtown HS, 364 S. Fourth St. Call the PAR at 365-5110 for more information.

Special Notes

- ❑ **Sick Leave Bank** enrollment ends **Sept. 30**. Donate two days in order to be able to borrow up to ten days. Get the application form at <http://bit.ly/slbapp>. Fill out the form and send it to CEC, Route 1. Make sure you make a copy for your records.
- ❑ Keep an eye out for a mailed packet from the CCS benefits office about your insurance benefits. **Open Enrollment** for your medical benefits will begin on **Oct. 6** and end on **Oct. 31**. Enrollment will be online.
- ❑ **CEA Members Scholarships** are available for your college senior. Distributed through The Columbus Foundation, this fund provides **\$1,250** in tuition assistance. Only CEA members who have taught in CCS for the past four years are eligible. Your student must have at least a 2.0 GPA in order to apply. **The deadline is 5 p.m., Friday, Oct. 23**. Go to the CEA site at www.ceahio.org to obtain an application. Call Hannah Miley at 253-4731, if you have questions.
- ❑ Plan to attend the **CEA Social and Economic Justice Committee**. They will meet at **4:30 p.m., Tuesday, Sept. 22**, at OEA Headquarters.

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

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