

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 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 focus-

ing 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.

What’s up with Student Loans & Loan Forgiveness?

Hundreds of thousands of borrowers applied for the limited waiver last fall and more than two million applied for the President’s one-time loan cancellation before court challenges put it on hold.

The months that followed have left many borrowers more confused than ever. **NEA Member Benefits**

will share the latest news about student loan forgiveness—where we are and how we got here, the impact of a decision by SCOTUS allowing or denying broad cancellation, when will payments resume and what to expect when they do, a potential *second bite of the apple* for those who missed the limited waiver deadline, and more.

Going forward, there will be many positive changes which will make student loans much more affordable and forgiveness easier to achieve. The **Zoom meeting** will be on **Monday, Mar. 27** and **Tuesday, Mar. 28**, at **4 p.m.** and repeated at **6 p.m.** No pre-registration needed. Go to <https://bit.ly/42jZSjm> to join the Zoom meeting. If prompted, the meeting ID is **823 9217 8863** and the passcode is **604785**.



Teachers’ Dream Grant

This grant will provide individual grants ranging from **\$500 to \$5,000** to Columbus City School teachers to assist in improving teaching and learning in CCS. This is an excellent opportunity for interested teachers to acquire resources to support an innovative project to increase student achievement, improve social climate and/or promote social justice.

This is a district-sponsored grant. Applicants will not need to submit a Grant Endorsement Form to apply but will need their principal’s or supervisor’s approval.

Note: A CCS email account is required to submit online. Go to <http://www.columbus.k12.oh.us/dreamgrant> to submit your application, and enter your ILead login name and password. **The application deadline is Apr. 21, 2023, 4 p.m. Submit online only.**

Apply for a CEA Mini Grant

Apply for a **Spring 2023 Mini Grant until Friday, Mar. 29**. Members should think about materials they purchase with their own money. Grants need to align with the CEA Foundation Mini Grant Purpose Statement: *to empower CEA members, in good standing, to design and implement innovative opportunities that will ultimately lead to higher achievement for all students.*

Mini Grants are **only open to CEA members in good standing. Contact the CEA office if you are not a member and wish to be one.** iPhone users might need to access the application via laptop or desktop. Members must be logged into their personal Google Drive before starting the application.

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The CEA Master Agreement is set to expire in fewer than 884 days.

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 regularly inform you of the grievances on which CEA is working. To review the text of each grievance in its entirety, go to <https://bit.ly/3TC4NYK>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
South HS 7-12 Christy Nickerson	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of South 7-12, Christy Nickerson, failed to provide appropriate administrative...	That the grievants shall be made whole in every way, including, but not limited to the following: that principal provide appropriate administrative support to the affected bargaining unit members and that NO REPRISALS be taken against the grievants or...	Step 2 hearing held. Awaiting response.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when...	The grievant shall be made whole in every way, including but not limited to the following: Grievant shall receive back pay with interest for the duration of the unpaid suspension. Board shall remove all references to the discipline from all employee...	Denied at Step 2. To be placed in abeyance pending outcome of Project Connect arbitration.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when griev...	The grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately remove all references to the letter issued on or about October 6, 2022 from all employee personnel records, other than those...	Step 2 Hearing pending.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when griev...	The grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately remove all references to the letter issued on or about October 6, 2022 from all employee personnel records, other than those...	Step 2 Hearing pending.
Ridgeview MS Natalie James	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Ridgeview MS, Natalie James, failed and/or refused to adjust the grievant's...	That the grievant be made whole in every way, including but not limited to adjusting the grievant's class load for the second semester of the 22-23 school year, and that NO REPRISALS be taken against the grievant or any other bargaining unit member...	Step 2 Hearing held. Decision pending.
CCS Administration (a)	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of CEA-CCS Master Agreement, including but...	The Association requests that the grievant be made whole in every way, including but not limited to the following: The Board shall comply with Article 404, specifically 404.02. The issued discipline shall be removed from the member's service/personnel...	Step 2 Hearing pending.
CCS Administration (b)	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of CEA-CCS Master Agreement, including but...	The Association requests that the grievant be made whole in every way, including but not limited to the following: The Board shall comply with Article 404, specifically 404.02. The issued discipline shall be removed from the member's service/personnel...	Step 2 Hearing pending.
East Linden ES Cheryl M. Jones	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when the...	The grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately remove this Letter of Direction of Michelle's file and she should be allowed to use supplemental materials as described in 2022-...	Grievance filed. Awaiting response.
CCS Administration Betty Hill	Unified Arts Supervisor Betty Hill, acting in her capacity as agent of the Board, violated, misinterpreted, and/or misapplied provisions of the Master Agreement and...	Grievants shall be made whole in every way, including not limited to the following: The Board and its agents shall cease and desist from violating, misinterpreting, and/or the Master Agreement including but not limited to Article 307...	Grievance denied at Step 2.
CCS Administration	On or about March 3, 2023, grievant sent a third email to her supervisor inquiring about payment of a properly submitted mileage reimbursement form for the expense...	Grievant shall be made whole in every way, including but not limited to the following: Grievant shall be made whole, with interest at the applicable IRS rate, for all monies owed. Board shall cease and desist from violating the Master...	Step 1 Hearing pending.
Como ES Leania Alli	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal at Como, Leania Alli subjected the grievant to direct, verbal criticism in...	That the grievant be made whole in every way, including, but not limited to: That the administrator apologize in writing to the grievant, that the administrator does not subject the grievant to direct verbal criticism in the future; that...	Grievance filed. Step 1 Hearing pending.
Mifflin HS Kimberly Rodriguez	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Mifflin HS, Kimberly Rodriguez, failed to provide...	That the grievants shall be made whole in every way, including, but not limited to the following: that principal provide appropriate administrative support to the affected bargaining unit members and return all 190 Correc...	Grievance filed. Step 1 Hearing pending.

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If you require assistance, contact Tracie Helmbrecht at (614) 398-1201. **Your application must be submitted by Mar. 29.**

CEA Members can apply by scanning the QR Code or go to <https://bit.ly/3EUa6N9>.



	Examples of Use	Criteria	Amount
General Mini Grant	<ul style="list-style-type: none"> Electives/Unified Arts OT/PT; APE, etc. Supplemental Supports Literacy Support 	All CEA Members in good standing	Up to \$400 per grant
Early Educator Mini Grant	<ul style="list-style-type: none"> Class Posters/Books/Materials Consumable Materials Class Library/Manipulatives Flexible Seating 	All CEA Members in good standing in years 1-5 of their career	Up to \$450 per grant
PBIS/SEL Mini Grant	<ul style="list-style-type: none"> Journals/Scrapbooking PBIS/SEL Kits Sensory Manipulatives Mindfulness Club 	All CEA Members in good standing	Up to \$400 per grant
STEAM/STEM Mini Grant	<ul style="list-style-type: none"> Robotics/K'NEX STEAM/STEM Club Supplies Fees for Competitions Team Related Expenses 	All CEA Members in good standing	Up to \$600 per grant

PAR/CEU Classes

The Peer Assistance and Review (PAR) program facilitates professional development sessions which are open to all CCS educators. Session descriptions can be found in the CCS PD System (PDS) #44991. Call the PAR Office at (614) 365-5110 for more information. Upcoming sessions include:

Mar. 27	Using Indoor Tower Garden Growing Systems in the Classroom (4:30-6:30 p.m., Kunz-Brundige Franklin County Extension Building, 2548 Carmack Rd)
Apr. 4	School and Community Resources Fair (on Zoom)
Apr. 19	Crowdfunding Your Classroom with Donors Choose (4:30-6:30 p.m. at Winterset ES)
Apr. 25	Cultivating Partnerships with Families (4:30-6:30 p.m. at Hudson)
May 9	End the Year on a High Note (4:30-6:30 p.m. at Hudson)

Special Notes

Transplant Needed: Benita Smith, PAR Consultant, is in need of a kidney donation from a living donor. Anyone interested in being tested for a possible match can find out how to become a donor at <https://bit.ly/3GAGtR8>.

Attend the Columbus Early Career Educator's Social on Friday, Mar. 31. Be at the World of Beer, 3934 Townsfair Way at Easton at 4:45 p.m. Contact columbuscece@gmail.com or **Jacquia Hearn** at (614) 598-6229 for questions.

Make a donation to the Catastrophic Sick Leave Bank. The following members have been approved for Catastrophic Leave and are in need of donated days: **Michelle Cappetta**, Columbus City Prep. School for Girls; **Elizabeth Smith**, Beechcroft HS; **Jimmie Beall**, Lincoln Park ES; **Todd Clayborn**, Fairwood ES; **Brenda Crumley-Gorman**, Cassady ES; **Jaime Martin**, Yorktown MS; and **Vincent Tubuo**, Columbus North International HS. To donate, enter your name at the top of the **CCS Report of Employee Absence form**. In the "Other" section, select "SL Donation." Just below that, indicate the members' name.

CEA is holding the **47th Annual Awards & Retirement Banquet on Friday, May 19**. It will be held at the Hilton at Easton. If you are retiring this year, make sure to watch the Voice for timelines so you can attend. As a retiree, your evening will be provided at no charge. Guests will be charged a nominal fee.

Even though the Book Drive is over, the **CEA office will continue collecting new books for our Pre-K students**. If you still have books, drop them off at the CEA office or contact Teri Mullins at (614) 253-4731. The Amazon Wishlist will remain active through the end of the school year at <https://bit.ly/CEABD2023>.

Mandatory Special Education Meeting! The Special Education Department will host an annual, **mandatory ALL Special Education Staff Meeting** on either: Tuesday, Mar. 28 (3:30-5 p.m.) or Thursday, Mar. 30 (4:30-6 p.m.) Both meetings will be **held at East HS** in the Auditorium. You need only attend one meeting; **you can pick which one works best with your schedule**. The content for both meetings is the same.

Records Day: The third Records Day of the 2022-2023 school year is **Wednesday, Mar. 29**. **CEA bargaining unit members may work remotely from home on this day**. There will be no PD pullouts, no forced TBTs, no suggested meetings by supervisors or administrators on records day. This is your day to spend working on whatever professional items you need to complete. Records Day is a work day.

Education First Credit Union exists solely to serve our member-owners. You'll benefit from fewer and lower fees, lower loan rates, and higher deposit rates. Open your account today! Go to <https://www.educu.org/join-today/>.

Members of CEA: If you are not receiving electronic communications from us, email Bob Hern at hernb@ceaohio.org with your name and non-CCS email address.