

# The Voice

Rhonda Johnson, President

[www.ceaohio.org](http://www.ceaohio.org)

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## Are quarterly diagnostics flawed?

Thousands of CEA members give their students district-mandated Quarterly Diagnostic assessments (QDs) each nine weeks. Many of those same members are experiencing countless unresolved issues surrounding test validity, reliability, design, administration and use of the results.



District administrators to gauge the effectiveness of the first QDs; not surprisingly, the process was extremely ineffective. Their survey was sent out weeks after teachers administered the QDs. They did not work in partnership with CEA to help get the word out to members. We suspect that teachers were fearful that their comments and identities would not remain anonymous. Only a few members even knew the survey existed. The combination of those factors resulted in fewer than fifty members completing the administration's survey.

Your Association has insisted that another survey be administered to our members to highlight the issues surrounding QDs. CEA will administer the next round of surveys and will present the collected data to the Joint Labor-Management Committee. We will keep participants' identities anonymous.

A link to the electronic survey will be sent to members' personal e-mail addresses on Monday, Jan. 12. The survey will close on Monday, Jan. 26. Members must take the survey from home on their personal computers.

If you have concerns or questions, call CEA; or send an e-mail message to [phayes@ceaohio.org](mailto:phayes@ceaohio.org).

## PAR pool opens

The Peer Assistance and Review (PAR) Panel is opening the pool for new applicants for the position of PAR Consulting Teacher. Teachers in all areas of certification may apply. The application period will be from January 12–23, 2009.



To be eligible to apply, a member must have at least five years of successful teaching experience in the Columbus City Schools. Applicants must be able to demonstrate excellent written and oral communication skills, leadership skills and the ability to work cooperatively and effectively with other staff members. A good knowledge of classroom management and instruction techniques is required.

The process of selective interviews will be conducted by the PAR Panel. To be considered, applicants should submit a letter of interest and a résumé to Mira Wright, Director of Human Resources Administration, at the CEC. Letters of reference from your principal/supervisor, your Senior Faculty Representative (or district governor, if you are the SrFR) and two teachers from your building/program should be included with your application packet. All required items must be submitted no later than Friday, Jan. 23, 2009, at 4:30 p.m. Applicants will be notified by Feb. 6, 2009, if they have been selected for interviews.

To view a job description for the PAR Consulting Teacher, go to the CEA Web site at [www.ceaohio.org](http://www.ceaohio.org), and click on *PAR Position Openings* or go to the CCS Intranet, Human Resources Section, *PAR Position Openings*. Note that PAR Consulting Teachers have the right to return to their previous teaching assignment after service in the PAR program. Call CEA President Rhonda Johnson at 253-4731 if you have questions.

## Congratulations to new NBCTs

Great schools begin with great teachers. The Columbus Education Association would like to congratulate the district's new National Board Certified Teachers:



Amy Arnold (Siebert ES), Early Childhood Generalist; Sandra Brown (East HS), Adolescent & Young Adulthood Math; Joan Bucy (West Broad ES), Early Childhood through Young Adulthood Exceptional Needs Specialist; Teresa Gampp (A.G. Bell ES), Early Childhood through Young Adulthood Exceptional Needs Specialist; Rebecca Meske (Colerain ES), Early Childhood through Young Adulthood Exceptional Needs Specialist; Amy Novak, (Highland ES), Early Childhood Generalist; Karen Richards (Lindbergh ES), Middle Childhood Generalist; Kristin Roth (AIMS), Early Adolescence English Language Arts; Julie Thomas (Ridgeview MS), Early Childhood through Young Adulthood School Counseling; Rochelle Wilkerson (Indian Springs ES), Early Childhood through Young Adulthood Exceptional Needs Specialist.

This exceptional group of educators brings our district's total of NBCTs to 114. Due to the incomparable support of the process available to candidates, Columbus has more National Board Certified Teachers than any other district in the state. Research is consistently positive about the impact of National Board Certification on improvements to teacher practice, professional development and areas of school improvement critical to raising student achievement. The hard work of these new and of all of our district's NBCTs is another way teachers are making a difference in the lives of our students.

# Grievances update

CEA's main role is to advocate in your best interests by making sure the administration adheres to the practices required by our mutual agreement. We always advise our members to try working out problems internally. But when this is impossible, we are there for you. Each month, we will inform you of the matters we are working on. Here are the grievances we are assisting with since our last report:

Building/Unit/Administrator	Statement of Grievance	Relief Requested	Disposition
Burroughs @ Clarfield ES Steve Holland	Principal subjected grievant to extreme verbal abuse.	Principal apologize to grievant for his conduct that occurred within earshot of children and the PEAK aide; that administration work with principal to control such outbursts in the future.	Principal agreed to apologize to grievant about the incident that occurred. Principal will notify all staff members when there are issues that may be impeding instruction.
Champion MS William Anderson	Adm. at Champion failed to have a school wide discipline plan specific for Champion on the first day of school as outlined in the <i>CEA Master Agreement</i> utilizing the Positive Behavior Supports program as adopted by the CCS district.	Adm. will work with the school's ABC to develop a building wide discipline plan specific for Champion and will use the Positive Behavior Supports program as a guide to developing policies in the building.	Hearing pending
Champion MS William Anderson	Lack of administrative support in discipline. Adm. failed to utilize the Positive Behavior Supports program to maintain an environment conducive to learning. Adm. failed to respond in a timely manner or give appropriate responses to 190s.	Adm. to provide all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classrooms and within the building. Adm. will consistently enforce their discipline policy and will give appropriate and timely responses to 190s.	Hearing pending
The Administration	Lack of administrative support in discipline when a student was allowed to return to Marion Franklin HS after he verbally and physically assaulted two staff members.	Administration will provide all reasonable support and assistance to teachers with respect to the maintenance of control and discipline within the building. Adm. will do everything within its power to ensure safety of staff and students. The district will transfer students who assault staff members to another learning environment.	Hearing pending
Fairwood ES Cynthia Moore	Lack of adm. support in discipline.	Adm. will provide all reasonable support and assistance with respect to the maintenance and control of discipline in the classroom and within the building.	Hearing pending

## Have a great idea? Tell the Reform Panel

When you have an innovative idea, let the district's Reform Panel know about it. The Reform Panel is a joint committee of administrators and CEA members in charge of improving teaching and learning conditions. It is the only body with the authority to approve changes affecting our negotiated agreement. Suggestions ideally come from your building's ABC after many discussions with the entire staff. After a two-thirds vote of the staff, the SrFR and building principal must sign off on a variance request form.

For more information about this process, consult Article 1403 of your *Master Agreement*, or call CEA.

## Our contract, made easy

Find the legalistic language of the *CEA Contract* difficult to understand? We've solved the problem. We have taken the major tenets of the agreement—those areas you most tend to ask about—and put them into an easy-to-read summary.

*The Abridged Version of The Board/CEA Master Agreement* contains sections on such matters as rights and responsibilities, leave policies, discipline policies and grievance procedures. It is not a summary of the full agreement; nor is it intended for use in legal proceedings. But it will help you quickly reference some answers to your frequently asked questions. To download a copy, go to the CEA Web site at [www.ceaohio.org](http://www.ceaohio.org), and look under the Publications tab.

## Thanks for giving

As we continue to count our United Way donations, we offer a heartfelt thanks to schools and other locations that have submitted their envelopes. Your generosity makes a huge difference in our community.

The list that follows highlights the buildings/units that have most recently completed their campaigns: AAA, Centennial HS, CAHS, CEC, Eastgate ES, Fairmoor ES, Ft. Hayes MEC, Huy ES @ Gladstone, Indian Springs ES, Monroe MS, Morse Road Bus Compound, Moler ES, Neil Ave. Center-Special Education Department, St. Vincent Center, Scarborough Bus Compound and Starling MS.

## Are you on the CEA ballot?

Take your CEA involvement to the next level. Declare your candidacy for delegate to the NEA and OEA Representative Assemblies or District Governor. The deadline to get on the ballot is Jan. 30.

The following positions are open:

- Governors for Districts 3 and 6
- High School Governor-at-Large
- NEA delegates to the 2009 Representative Assembly
- OEA delegates to the 2009–2010 Fall and Spring Representative Assemblies

Candidates may campaign from Feb. 2–13. Voting will take place in all buildings/units from Feb. 17–Mar. 2. The Elections Committee will tabulate votes on Mar. 3.

Declaration forms are available from CEA and can be downloaded from the CEA Web site at <http://www.ceaohio.org/GD/Templates/Pages/cea/ceaDetail.aspx?page=3&TopicRelationID=129&Content=1430>.

## Special notes

- ❑ **Only 4 seats remain** for the **Grossman Memorial Trip to Tuscany**, June 13–23. This trip includes stays in **Venice** and **Milan**, as well as several days in **Florence** with day trips to other towns in Tuscany. If you are interested in going, please **contact Marty Adler at Bexley Travel at (614) 235-8813**.
- ❑ **CEA and NEA Member Benefits** business partners are sponsoring a **free workshop, 23 Financial Mistakes You Can't Afford to Make**. Join us **Tuesday, Jan. 27, at 4:15 p.m.** at the **CEA office, 929 E. Broad St.** You will hear about mistakes commonly made when considering home financing, life insurance, retirement plans, high-debt interest, tax returns, auto purchasing and other areas. Call Ezetta Murray at 253-4731 to register. Refreshments will be provided.
- ❑ The **OSU Upward Bound Program** is **accepting applications** for an **Academic Specialist** in the area of mathematics for both the current academic school year and for the six-week summer session. Individuals will provide part-time instruction. A bachelor's degree is required, and a teaching certificate is preferred. Applicants should e-mail their résumés and cover letters to Khadijah Qadeer at [Qadeer.1@osu.edu](mailto:Qadeer.1@osu.edu) or fax to 614-292-4603. The **deadline is Thursday, Jan 22**.