

# The CEA Voice

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

Volume XXXIX, No. 25

Columbus Education Association

February 23, 2009

## Congratulations are on TAP

We want to congratulate the schools that received performance bonuses as part of the TAP program:



bonuses based on student growth, by class and by building, and teacher knowledge and skills. Payout amounts are as follows: (2007–2008) Champion MS—\$526 to \$1,577; Easthaven ES—\$512 to \$3,177; Parkmoor ES—\$323 to \$1,873; and South HS—\$426 to \$2,039; (2006–2007) Parkmoor ES—\$473 to \$2,554; and South HS—\$426 to \$2,727.

TAP is a comprehensive school reform system that restructures and revitalizes the teaching profession with a goal to achieve measurable gains in student performance. Each teacher is evaluated four to six times a year according to student learning growth in each classroom and the entire school. Teachers receive ongoing training, mentoring and classroom support during the school day to help them meet accountability standards. TAP provides teachers with opportunities for career advancement, ongoing professional development, a fair accountability system and performance pay. In TAP schools, master teachers receive stipends of \$4,800 and mentor teachers receive \$2,300 for their school leadership and extra work outside the school day.

CEA also recognizes and thanks all the TAP schools, Champion MS, Clinton MS, Easthaven ES, Fifth Ave. ES, Lindbergh ES, Parkmoor ES, South HS and Starling MS. They are the models for job-embedded professional development and support that allows for school leadership without having to leave the classroom. To read more, visit [www.talentedteachers.org](http://www.talentedteachers.org).

## Teacher evaluation

An effective evaluation process is developmental. The Evaluation Syllabus in the *CEA Master Agreement* states:

The appraisal system allows for the development of a close working relationship between the professional and the evaluator. The goal of the professional and the evaluator must be an authentic attempt to assist in professional growth and development.

The evaluation process should be used as means of improving the professional's performance in his or her assigned area and not used as a means of retaliation.

The evaluator should meet with the professional prior to starting the evaluation process. This allows both the evaluator and the professional to have an open dialogue regarding the process and to establish goals for the professional. During this meeting, announced observation dates and times should be established.

After each observation, the evaluator should give feed-

back to the professional regarding what was observed. The evaluator should openly discuss positive feedback and any area of concern. If there is a concern, the evaluator should be specific, clearly state the expectations for improvement, provide support and resources and give a reasonable timeline when progress is expected. The evaluator should also follow up with the professional to assess whether or not adequate progress is being made. There should be no surprises.

The goal of the evaluation process is to improve teaching, thereby, improving student achievement. The evaluator and the professional must work together to meet this goal.

## You could win \$500

Columbus City Schools in partnership with the Mid-State Educators Credit Union is encouraging teachers to save money by taking part in America Saves Week, Feb. 22–Mar. 1, by making a pledge to save.

Barbara Flu-Allen, a CEA member who sits on the Credit Union board, urges teachers to participate. Those who open a new savings account and sign the savings pledge by Feb. 27 will be entered into a drawing for \$500.

Go to the CEA Web site to download the America Saves Pledge Sheet that commits to saving for a specific goal, and promise yourself to save a certain amount every pay period toward that goal. Membership Application and CCS Deduction Authorization Forms are also on the CEA Web site. Forward the required forms to MidState Educators Credit Union no later than 5 p.m. on Feb. 27.



## Music election forms

Teachers who are certified/licensed in music have been asked to complete an HR form to indicate their election to be instrumental music teachers or vocal music teachers or instrumental *and* vocal music teachers. The *CEA Master Agreement* [Section 704.02(C)] has called for use of this form since 1979. For a number of years, the HR department has neglected to provide these forms to teachers during their first year of employment. The HR department is now rectifying the situation by asking all music teachers to complete the form. The election indicated will be used to determine qualifications for assignments and transfers and layoffs and recalls.



## Know the Contract: Professional behavior

Teachers are professionals and should be treated as professionals. Direct verbal criticism of a teacher in front of students or parents reduces the teacher's ability to maintain an orderly teaching environment. A principal should be respectful when giving direction to any teacher. The direction should not be given in front of students, parents or other teachers.

If direction occurs in an inappropriate setting, the teacher should request a conference with the administrator to discuss the incident. The teacher is entitled to ask for CEA representation. If the principal repeats this inappropriate behavior, the teacher is entitled to a second meeting, commonly referred to as a grievance. During the second meeting, the administrator is entitled to a representative and the teacher is entitled to a CEA representative.

No member of the bargaining unit should be subjected to verbal abuse by administrators. If you have been subjected to verbal abuse, call the CEA to file a grievance. Please see Sections 404.06–07 of the *CEA Contract* for additional information.

## Reach Out and Read book drive

The Columbus Education Association's Reach Out and Read Book Campaign kicked off on Monday, Feb. 9. Members can donate new books through Mar. 6. Faculty Representatives in each building have designated a location to collect your books. We encourage everyone to participate in this worthwhile campaign. If you have any questions, contact Tracey Johnson at 253-4731; or e-mail her at [tjohnson@ceaohio.org](mailto:tjohnson@ceaohio.org).



## CEA elections

We are now in the midst of the election process. There are few opportunities in life to participate directly in a governing process. This is your chance to choose your Association representatives. We urge all CEA members to vote. Ask your Faculty Representative for a ballot.

Faculty Representatives, be sure your completed election materials are ready prior to the scheduled Tuesday, Mar. 3 pickup date or drop them off at the CEA office. Sending ballots through school mail may delay your ballots from arriving on time to be counted.

## OEA Minority leadership training

The Minority Leadership Training Program (MLTP) of the Ohio Education Association will be held May 22–23 at the Crowne Plaza on Nationwide Blvd. The registration deadline is Apr. 21.

The program targets minority members who have an interest in Association activities. It will cover issues such as leadership roles, organizational culture and the skills necessary to lead in a multicultural environment.

The training is offered at no charge and includes meals. Space is limited to 20 participants per session.

To register, contact Julia Parsley at [parsleyj@ohea.org](mailto:parsleyj@ohea.org).

## Be a wellness advocate

Getting healthy is among the nation's top annual resolutions. CEA needs you to help your colleagues reach their goals. Wellness advocates encourage their peers to implement action plans for issues such as weight loss, smoking cessation, exercise or stress reduction.

Be a motivator in your building by placing health tips in

school mailboxes and designing your own fun competitions. CEA also is looking for success stories. Send yours to Carol Woods, PAR Office. To find out more about this program, call 365-5110 or e-mail [cwoods1733@columbus.k12.oh.us](mailto:cwoods1733@columbus.k12.oh.us).

## Take advantage of NEA Member Benefits

CEA and NEA Member Benefits business partners are sponsoring a free workshop, *What I want my loved ones to know: A practical look at life and family preparedness*. Join us Wednesday, Feb. 25, at 4:15 p.m. at the CEA office, 929 E. Broad Street.



You will hear about matters which will be important to you and loved ones in the event of an accident, illness or death. Discussion includes the importance of having a will; a durable power of attorney for health care; the kinds of medical treatment you may or may not want; life, disability and long-term care insurance; and making sure your loved ones know where to find your important papers. Call Ezetta Murray at 253-4731 to register. Refreshments will be provided.

## Bargaining update

The CEA Negotiations Team met on Feb. 16 to compile members' responses from the paper bargaining surveys. Individual issues that were submitted are included in the negotiations priorities survey that is now online. Members should have received an e-mail with a link to the survey. It will close at midnight on Sunday, Mar. 1. If you have not received the e-mail with the survey link, e-mail [phayes@ceaohio.org](mailto:phayes@ceaohio.org).

The electronic survey is purposely inaccessible from a CCS computer or network. School computers should not be used for this type of union business. We do not want the administration to see our bargaining priorities before they are presented at the bargaining table. Additionally, any document on a school computer is public information and becomes available to anyone who makes a public records request.

Members who do not have a home computer or a non-CCS e-mail address may request a paper copy of the survey by calling the CEA office at 253-4731. Office hours are Monday–Friday, 9 a.m.–5 p.m. You may leave a voice-mail message for the CEA Bargaining Team outside normal work hours.

## Special notes

- Borders** is offering active and retired teachers **25 percent discounts, Mar. 19–25**. The Kenny Road bookstore will hold a **teacher appreciation reception from 4–8 p.m., Friday, Mar. 20**. For more information go to [www.borders.com/educators](http://www.borders.com/educators) or e-mail [stsharp@bordersstores.com](mailto:stsharp@bordersstores.com).
- Friday, Feb. 27** is the **deadline to notify HR of your intent to retire** to receive the **super severance** benefit. Send your notice to **Bryan Buoni** in the HR office.
- Teachers interested in taking their professional growth and accomplishment to the next level should plan on attending a session to learn about the **National Board Certification** process and how to qualify for financial support from CCS and the State of Ohio. The **session** will be held at **Shepard Center on Tuesday, Mar. 17, (4:30–7 p.m.)**. Prior registration is not required. Any questions can be directed to Carole Moyer at 365-8241.
- On Thursday, Mar. 5, there will be an informational meeting for teachers interested in **obtaining their administrative certifications** through the **Accelerated Licensure Program** sponsored by **The Ohio State University**. The meeting will be held at **Ft. Hayes General's House from 4–5 p.m.** Requirements can be obtained within five consecutive quarters, beginning summer quarter 2009.