

The CEA Voice

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Columbus Education Association

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Dig deep. It's for our families

Snow days are coming, and many children find them jubilant—unless they are hungry. Some children get their only nutritious



meals at school. Thankfully, there are agencies that provide meals for families during rough times, and they can do it because of United Way.

When you get your envelope for this year's campaign, please think about this.

CCS Superintendent Gene Harris calls United Way of Central Ohio "the first-line poverty fighter." Kicking off her last agency campaign as she approaches retirement, Harris told CEA members gathered at the Oct. 4 Legislative Assembly that without the work of United Way, many Columbus families would have nowhere to turn. She encouraged members to give generously, supporting United Way's work providing child care, job training, school readiness, high school graduation support and much more.

So when you are looking at your pledge card, think about the students you know who don't get enough to eat; whose parents struggle to make a living; who come to kindergarten unprepared to start reading because no one read to them at home; and who find themselves without much hope because they did not graduate from high school.

United Way CEO Janet Jackson told our members that CCS is a major United Way supporter. The agency's partnership with the school district in many programs, including Start Smart and Communities in Schools, is key. It's also a model for the nation. "I don't know if there's another community in this country where we've had such a strong relationship," she said.

Several of our schools dug deep last year to support the campaign and were recognized for their efforts. Join the staffs at Walnut Ridge HS; Wedgewood MS; Fairmoor, Oakland Park and Georgian Heights elementary schools; the Ft. Hayes bus compound; and the CCS central offices and give generously. Let's LIVE UNITED.

PAS Enrollment open

CEA was a pioneer in negotiating a voluntary form of alternative compensation through the Performance Advancement System (PAS). Individuals or groups of teachers who volunteer to work toward specific academic improvement goals qualify for PAS bonuses of \$2,500 for demonstrated accountability for student progress.

The enrollment for the 2012–2013 PAS program has begun. For more information or to enroll in PAS, go to <http://columbus.blackboard.com>. After logging in, click on the PAS 2012–13 tab at the top of the screen. The PAS application deadline is 5 p.m. on Friday, Nov. 16, 2012.

Capital Day waivers

Capital Day is Friday, Oct. 19. On this day, you are required to attend a professional development activity, held either at the Columbus Convention Center or at your



own building. Here is how it will work: If your principal or supervisor has received a waiver for you to attend a professional development activity with your building or unit, you may choose to attend it. However, you may instead choose to attend the Capital Day activities at the Hyatt, or at another location, with your principal's/supervisor's permission.

This is not a day off or a day to work in your building. You must choose an activity. We encourage members to attend Capital Day at the Hyatt. We will have awesome speakers, workshops and prizes, as well as a continental breakfast and a lunch.

As an alternative to the Capital Day activities at the Columbus Convention Center, the following district programs and schools have been granted a waiver to arrange professional development for their respective staff members:

A.G. Bell Program, Beatty Park ES, Berwick K–8, Broadleigh ES, Brookhaven HS, Cassidy ES, Cedarwood ES @ Stockbridge, Clinton ES, Colerain ES, Columbus City Prep. School for Boys, Columbus International HS, Columbus Spanish Imm. K–8, Dana ES, Devonshire ES, East Columbus ES, Eastgate ES, East Linden ES, Gables ES, Hamilton STEM Academy K–6, Hilltonia MS, Indian Springs ES, Huy ES, Leewood ES, Lincoln Park K–6, Lindbergh ES, Livingston K–6, Marion-Franklin HS, Mifflin HS, Moler K–6, Monroe MS, North Linden ES, Oakland Park ES, Ohio Avenue ES, Parsons K–6, School Social Workers, Starling MS, South HS 7–12, Sullivant ES, Trevitt ES, Valley Forge ES, Wedgewood MS, West HS, West Broad ES and Windsor STEM Academy K–6.

The deadline to register for all Capital Day activities, including those for your building/unit, is Tuesday, Oct. 16. Go to the PD Planner activities search screen and enter the words, "Capital Day 2012."

Gainsharing service agreements due

Gainsharing bonuses are awarded to schools that meet Adequate Yearly Progress (AYP). The administrator and the Senior Faculty Representative verify the eligibility of CEA bargaining unit members for awards. Teachers who are on special assignment and itinerant teachers who rotate to one or more schools may opt into the building goals by preparing service plans.

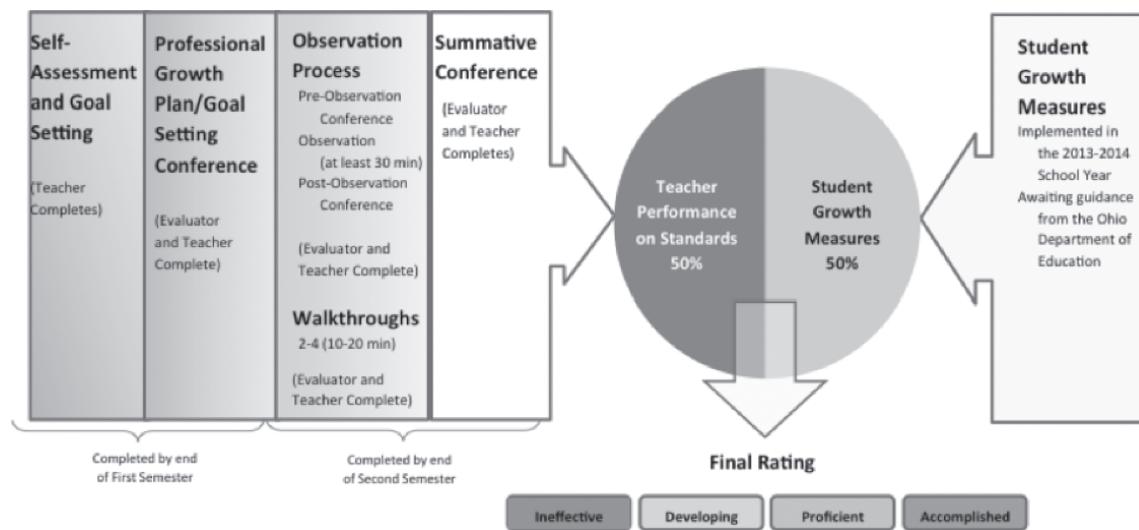
Note that the deadline for submitting Gainsharing service agreements for payouts in 2013 is Friday, Nov. 9, for members not assigned to schools on a full-time basis. This form is only available for download from the CCS Intranet.

Transition year evaluations

This year, 2012–2013, is a “Transition Evaluation Year” for Columbus City Schools’ educators. Full implementation of our new Evaluation System will be in place next school year. During the Transition Year, the focus will be on learning about the evaluation process and providing feedback that will be used to shape our future evaluation system. As required by legislation, next year’s Evaluation will have two components: fifty percent teacher performance and fifty percent student growth. As we await further guidance from the Ohio Department of Education (ODE) in determining the rating of Student Growth for teachers that spend fifty percent or more of their time teaching students in a classroom setting, only educator performance will be piloted during the 2012–2013 school year.

Educator performance is determined by using a rating rubric. For teachers that spend fifty percent or more of their time teaching students in a classroom setting, this rubric was created by the ODE and will consist of indicators based on the Ohio Standards for the Teaching Profession. For educators that spend less than fifty percent of their time with students in a classroom setting, a Licensed Support Professional rubric created by educators in Columbus City Schools will be piloted. Your first step is to complete a self-assessment using the appropriate rubric and draft two performance goals for this year. These goals will be discussed with your evaluator in your Professional Growth Plan/Goal Setting Conference that will occur before the end of the first semester. Beginning second semester, principals and supervisors will gather evidence utilizing these two rubrics in a variety of avenues within a classroom and/or other professional settings such as observations, walkthroughs, conferences, professional growth plans and PLCs to determine your performance rating.

The graphic below represents the Transition Evaluation Year process:



Throughout the 2012–2013 Transition Year, educators will have opportunities to engage in professional learning activities regarding the evaluation process in multiple formats: face-to-face sessions, webinars, videos and/or learning guides. The first training module will be available beginning on Capital Day with two breakout sessions during the CEA event at the Columbus Convention Center. For those not attending the main event or for those who attend other breakout sessions, more information about Module 1 will be distributed through CCS email, CIMS PD Planner and at <http://www.columbus.k12.oh.us/ILEAD>.

Gainsharing and PAS delays

Gainsharing and first- and second-year Performance Advancement System (PAS) awards will be delayed this year because state report cards have yet to be released by ODE. Since the *Master Agreement* requires that the funds are to be ready by Thursday, Nov. 15, CEA and the CCS administration will have to enter into a memorandum of understanding so that Gainsharing and PAS payments can be made following the release of full report-card data. CEA understands this necessary delay and wants to ensure the validity of the information used to calculate payments for Gainsharing and PAS.

The state auditor’s investigation of allegations that some districts manipulated attendance figures has pushed back the release of the full report card. ODE released an unofficial, “skinny” spreadsheet version in September. When this issue of *The CEA Voice* went to print, CEA was unable to ascertain when the full version of the state report cards would be released. You can read more about the process in Article 908 and 909 of the contract.

Special notes

- ❑ Join CEA members for the **Making Strides Against Breast Cancer walk** on Sunday, Oct. 28, at COSI. Check-in starts at 8:30 a.m., and the walk begins at 10 a.m. Register today by going to www.makingstrideswalk.org/columbus. Use **Columbus Education Association** as your **team company**. Everybody has been personally touched by this disease. Participate by donating today.

- ❑ Receive support for your college student from our **Members Scholarship Fund**. The student must be a **senior at a college or university** with a **2.0 GPA**. **Applications** are **due by Oct. 26** and can be downloaded at <http://bit.ly/Q3SbrZ>. If you have questions, contact **Cora Miller** at CEA (253-4731).
- ❑ Make sure no one has to choose between getting well and having a paycheck. At this time, there are two members who are having to make that choice. **Please donate days to the Catastrophic Sick Leave Bank**. Use a sick leave form to make your donation. Be sure to sign the form.
- ❑ CEA will hold a **special election** for two **High School Governors-At-Large**. Candidates must be **high school classroom teachers** who have been **CEA members for the two years immediately preceding** this election. Members may declare for the position through **Oct. 19**. **Declaration forms** are **available** from the **CEA office** or from www.ceaohio.org, under “**Forms**.” Campaigning has begun and **ends Nov. 12**. **Voting is Oct. 30–Nov. 12**. **Tally day is Nov. 13**.
- ❑ **Join CEA for a journey through the Holy Land June 8–18**. Some of the sights of the Holy Land include Capernaum, Nazareth, the room of the Last Supper, the Garden Tomb, Masada, the Dead Sea and much more. There are **only 24 spaces available**. A **deposit of \$100** is required to hold your spot. Send your deposit to Bexley Travel, 2719 E. Main St., Columbus, OH 43209. If you have questions, contact Carol, Ezetta or Rick at the CEA office.

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

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