

The CEA Voice

www.ceaohio.org

Volume XLIII, No. 22

Columbus Education Association

January 28, 2013

CELEBRATE 10 YEARS OF GOING RED BY WEARING RED

*We've made significant progress,
but we have far to go.*

Here's why:

- ✔ Heart disease is still the No. 1 killer of women killing more women than all kinds of cancer combined.
- ✔ Heart disease kills more women than men.
- ✔ One woman in three dies of heart disease.
- ✔ Approximately 42 million U.S. women are affected by heart disease.
- ✔ Ninety percent of women have one or more risk factors for developing heart disease.
- ✔ Women's heart disease symptoms are different from men's and are often hidden or misunderstood.
- ✔ Only 24 percent of participants in heart-related studies are women.

Here's how you can join in:

- ✔ **Go Red.** Show your support on **Friday, Feb. 1, National Wear Red Day** and encourage your staff members to do the same. Collective action can make a life-and-death difference.
- ✔ **Take photos of your staff wearing red and send them to tellcea@ceaohio.org to post on our Facebook page.**
- ✔ **Share woman to woman** on your own Facebook page. Inspire others and be inspired.
- ✔ **Take care of your heart.** To make a habit of healthier food choices, visit GoRedForWomen.org.
- ✔ **Donate to help save women's lives.** The American Heart Association uses all revenue from **Go Red for Women** activities, including **National Wear Red Day**, to support awareness, research, education and community programs benefiting women.
- ✔ **Demand change.** Speak up for public policies that advance heart health for women.
- ✔ **Become a voice within your community** and other women's voices will join in.

Questions?

You'll find the answers on our website at:
GoRedForWomen.org/WearRedDay.



Dyson sings the blues

Country music star George Jones, rapper Jay-Z, poet Alfred Lord Tennyson and civil-rights icon Martin Luther King: signposts along the journey of revolution. Michael Eric Dyson, the keynote speaker at our 34th Annual Dr. Martin Luther King, Jr. Awards Dinner on Jan. 17, used their words and his own as he talked about the unfinished struggle toward civil rights in the United States.



Michael Eric Dyson

King's dream has transformed the country by engaging Americans in the fight for equal rights, a dream "for us to unite around common themes of fairness and democracy," Dyson told the nearly 600 attendees. He referred to President Barack Obama's election. He added that much of the extreme criticism of Obama reads like a reflection of the racism that endures. He pointed to the discrimination that remains alive for so many people in the "disproportionate" numbers of black men in prisons, in attempts to restrict voting, in redlining and marketing of subprime mortgages and in the persistent struggles of gays, lesbians and women to attain parity in all arenas of life.

"We have seen the failure of our nation at certain critical points to take up King's dream," he said.

Dyson is a talk-show host, Georgetown University college professor and author of 14 bestselling books, including *Come Hell or High Water* and *Debating Race*. He spoke for more than an hour as we gathered to honor community members who have reflected the spirit of Dr. King on behalf of their neighbors and their students.

The Dr. Martin Luther King, Jr. Humanitarian Award went to the late Napoleon Bell, community activist and prominent participant in the desegregation of Columbus schools. His widow, Dorothy, and son, Napoleon Bell II, accepted the award. The Helen Jenkins Davis Award went to Sybil Yvonne Brown, Northland HS teacher and STEM club advisor, who has inspired a love of math and science in hundreds of Columbus students. In 2012, four of them won prestigious Gates Millennium Scholarships, full payment for their college and advanced education.

Dyson spoke at length, reflecting his self-proclaimed interests in religion and philosophy, race theory and rap music, gender relations, black identity and popular culture. He emphasized today's anti-youth bias, using rap music as an example of its expression. He decried today's "anti-teacher" sentiment and praised the efforts of the educators in the room.

At his close, he urged everyone to continue challenging the status quo. "How are we going to dream King's dream and not challenge ourselves to move beyond the comfort zones that we have encouraged?"

To see photos from the event, go to the CEA website and click on the Flickr® icon at the top of the page or go to <http://bit.ly/ceamlk34>.

Evaluations: Semester 2 Update

In preparation for the 2013–14 legislative mandate requiring full implementation of the district's new Teacher Evaluation System, this school year is a "Transition Year" for Columbus City Schools' educators. 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. Only the "Performance" aspect of the state's new evaluation components will be piloted (the full components are 50 percent teacher performance and 50 percent student growth).

The district created an electronic system to house all of the required components this year. Teachers and Licensed Support Professionals (LSPs) access the system through the CCS Professional Learning website's ILEAD Evaluation link, www.columbus.k12.oh.us/ILEAD. This website stores all of the resources for our new evaluation, so there is transparency in this process. The majority of principals, assistant principals, and PAR Consultant Teachers have completed the Ohio Department of Education required Ohio Teacher Evaluation System (OTES) Credentialing Training. This training provides a foundation on the OTES rubric and walkthrough/observation process. During the first semester, teachers and LSPs completed self assessments based on the rubric and drafted goals.

During the second semester, an observation, walkthroughs and a summative conference will be completed to continue our efforts of learning and understanding the new evaluation system.

- A walkthrough is defined as an announced or unannounced period of 10–20 minutes during which the evaluator observes the teacher/LSP and collects evidence. Walkthroughs (2–4) will be completed in the second semester and may occur within a classroom and/or other professional settings. The Walkthrough Documentation Form serves as a record and will be provided by the evaluator to the teacher/LSP within three school days. Evidence from the walkthrough will be posted on the electronic system within 10 school days. No further walkthroughs and observations can be conducted prior to the evaluator submission.
- During the Pre-Observation Conference, the evaluator and teacher/LSP discuss what the evaluator will observe during the observation. Evaluators and the teacher/LSP use the rubric to inform their discussion. Additionally, the teacher/LSP and evaluator should set a time for the observation to take place.
- The observation is at least 30 minutes, during which the evaluator observes the performance of the teacher/LSP in order to gather evidence. The evidence obtained during the observation is documented on the rubric in the electronic tool and used for the evaluation rating.
- During the post-observation conference, the evaluator and teacher/LSP discuss what the evaluator observed during the Observation. Evaluators and teacher/LSP use the rubric to provide an avenue for dialogue, reflection and feedback. Strategies and resources for the teacher/LSP to improve his or her effectiveness are identified. Evidence from the observation process will be posted on the electronic system within 10 school days. No further observations can be conducted prior to the evaluator submission.

Specific evidence in alignment with the ratings on the rubric is to be documented by the evaluator. This evidence can be gathered within a classroom and/or other professional setting. If evidence is gathered that will inform the rating of the teacher/LSP, the documentation must be submitted into the electronic system so that the teacher/LSP can view the evidence. It then becomes part of the dialogue regarding professional growth.

We thank our members for engaging in this process during our Transition Year. The more we know about the system, the more feedback we can provide. The more we engage in the thinking, the more our system can provide the opportunity for improving our practice.

Keep up with the Columbus Education Commission

By now you've heard that our city leaders are getting active to help our young people achieve. Columbus Mayor Coleman and City Council President Andrew Ginther have created the Columbus Education Commission to examine the challenges and opportunities facing all children living within the district and to develop specific recommendations that will:



1. Help our children succeed in the city's vibrant, growing economy
2. Make Columbus a global leader in developing the highly skilled, creative, entrepreneurial workforce
3. Leverage the resourcefulness of our entire community to meet these goals

You can keep up with the commission's activities at www.reimaginecolumbuseducation.org. Their website contains the commission's agendas and background readings, including the CEA technology satisfaction survey and the video of previous sessions. You can also follow the commission on Twitter at @ReimagineCbusEd/.

Special notes

- ❑ Campaigning for **2013–14 OEA delegates** and **2013 NEA delegates** ends **Mar. 4**. **Voting** will take place **Feb. 19–Mar. 4**. Votes will be **tabulated** on **Mar. 5**. The races for district governors were uncontested, so they were elected by acclamation. Call CEA Elections Chairperson Michele Mays at 253-4731 with questions.
- ❑ **CCS will issue paper W-2s through the U.S. mail by Jan. 31** as required by IRS regulations. If you do not receive your W-2 by the 31st, call Payroll at 365-6440.
- ❑ **2012 dues deductions** for CEA members: **Full Dues, Plan A** (21 Pays) **\$824.33**, **Plan B** (26 Pays) **\$825.83**. **If you switched from: Plan A to B: \$765.83** or went from **Plan B to A: \$884.33**. **Half Dues** are **\$460.42** and **Quarter Dues** are **\$250.71**.
- ❑ **Mar. 2 is the deadline to apply for continuing contracts**. Eligibility requirements can be found in Section 401.16 of the *CEA Master Agreement*.
- ❑ **Join CEA for a journey through the Holy Land** in June. Sights include Capernaum, Nazareth, the room of the Last Supper, the Garden Tomb, Masada and the Dead Sea. The cost, excluding air fare (TBD), is \$2,495. To hold your spot, send a deposit of \$100 to Bexley Travel, 2719 E. Main St., Columbus, OH 43209, or call Marty at 235-8813.
- ❑ **Save the date** for one of our best-loved events. **The CEA Awards & Retirement Dinner** is **Saturday, May 18**, at the **Hilton Columbus Downtown, 401 N. High Street**. Social hour is at 6 p.m., with dinner at 7 p.m. There is no cost for retirees, honorees and Senior Faculty Representatives to attend this event.