



Cleveland Teachers Union

News & Notes

Compiled by Tracy Radich, 1st Vice President
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NEWS & NOTES

News & Notes will be a weekly (that's the goal) publication that will be available on the CTU website and through Member Mobilization emails. This will be an update of the work that is being done on behalf of all of our teachers, paraprofessionals, psychologists, nurses, speech language pathologists, therapists, sign language interpreters, and social workers.

Thanks Amy Such for alerting me of my error in omitting psychologists in the introduction in previous issues. I apologize for this unintentional mistake and I am glad to have the chance to correct it.

PROFESSIONAL GROWTH PLANS & IMPROVEMENT PLANS

Jillian Ahrens and the TDES Committee want to make sure that members are aware that all teachers in the state of Ohio must be on either a Professional Growth Plan (PGP) or a Professional Improvement Plan (PIP). Plans are to be submitted through the Great Teachers Great Leaders Portal on the CMSD website. The portal opens on August 25 and the PGP or PIP is due by September 15.

There are two ways teachers will be placed on an Improvement Plan:

- Teachers who received either an Ineffective Rating on the TDES Observation Composite
- Teachers who received an Ineffective Composite Rating on one or more power components (1c, 2b, 2c, 2d, 3c, 3d, 4b, and 4f)

For teachers that are required to be on an Improvement Plan, the evaluator will set 2-3 goals for improvement within the system and will set up an improvement plan that identifies professional development, interventions supports, etc. to help the professional improve.

The Professional Improvement Plan will be reviewed at both the Formal Announced Observation post-conference and at the Composite conference at the end of the year.

Teachers that are on a Professional Growth Plan will self-select two goals and identify strategies to grow for

the year. The PGP will be reviewed at the Composite conference at the end of the year.

HELP FOR PGP & PIP

People who need assistance in writing a Growth or Improvement plan can come to a Drop-In session for on-the-spot assistance. These sessions are completely voluntary and will not be compensated. The sessions will be held: September 8, 15, and 17 from 4:00-6:00 at BBB.

CALENDAR & CONFERENCE DAYS

Michelle RR wants everyone to be aware of the changes regarding parent teacher conference days. The first conference day of the year will be on October 21. This is an all-day conference day with no students present. The first marking period grades are due on October 20 or earlier if your principal and Chair have agreed to an earlier date or time.

During the week of November 17 each school will schedule a 2 hour Parent Teacher Conference time after school. The Principal and Chair need to plan the date for this additional 2 hour conference during the week of November 17. This is during a week that Interim Progress Reports are to be distributed. There will be 3 sessions of 2 hour after school conferences this year to equal the Wednesday off before Thanksgiving. While in the past it was 2 sessions of 3 hours each - there is no language in the CBA that ensures that it is that way, so this is a change this year to 3 sessions of 2 hours each. The last two sessions (that equal the Wednesday before Thanksgiving) will be on February 12 and April 29. On these 2 days, students will be released 2 hours early plus the additional 2 hours will create a 4 hour window for parent teacher conferences. These dates are both during the week that Interim Progress Reports are to be distributed.

March 24 is an all-day Parent Teacher Conference Day, no students will be present. All of these dates are in the CTU calendar book.

LOOKING TOWARD RETIREMENT SEMINAR

Cindy Antonio and the Salary & Benefits Committee want everyone to know that if you are looking toward retirement - there is a seminar on retirement and what Valic can do for you. This seminar will be held at Valic on September 25. Look for the electric green flyer that has been sent to your school or email Cindy (cantonio@ctu279.org) for more information.

CDHR PRESENTS

Stephanie Henderson and the CDHR Committee are presenting a workshop entitled Strategies to Improve Building Climate on Tuesday, September 16 from 3:45-6:00 at BBB. Flyers have been sent to all schools. To reserve a spot – email shenderson@ctu279.org with your name, school, and phone number. A confirmation email will be sent prior to the workshop.

OPEN HOUSE

Open House is next week already. Students will be dismissed early. Staffs will still be expected to participate in their 40 or 50 minutes of professional time (however your school does it) if professional time is normally scheduled on that day of the week. On this day, the APT must still direct how the professional time is used. Last year in a joint letter from Eric and David it was recommended that the professional time be used to prepare for Open House (room preparation, displays, record updates, etc.). Below are also the sample schedules that were sent to everyone last year.

(Early) Early Schools:

7:30 - Report
7:40-11:00 – Instruction
11:00-11:40/11:50 – Professional Activities/Open House Preparation
6:00-8:00 – Open House

Early Schools:

7:50 - Report
8:00-11:20 – Instruction
11:20-12:00/12:10 – Professional Activities/Open House Preparation
6:00-8:00 – Open House

Early Late Schools

8:10/8:20 – Report
8:20/8:30-9:10 - Professional Activities/Open House Preparation
9:10-12:30 – Instruction
6:00-8:00 – Open House

Late Schools

8:30/8:40 - Report
8:40/8:50-9:30 - Professional Activities/Open House Preparation
9:30-12:50 – Instruction
6:00-8:00 – Open House

BEST RUBRICS

BEST Rubrics should have been turned in to Principals and Chapter Chairs by August 29. If Necessary Transfers are needed to be identified at your school, the BEST Rubric determines who the proper person(s) is. Chairs and Principals are the first team that verifies the information (which can be checked via Esweb). HR will verify Rubrics prior to issuing NT notices to teachers. Remember that if a teacher or paraprofessional is transferred, then effective on the first day of the second grading period, this person carries with him/her all system seniority accumulated to that time (Article 12, Section 4, A). What this means is that if necessary transfers are needed you would look at the scores on the B.E.S.T Rubric of those who were new to the building first. This includes new hires and transfers.

CONTINUING CONTRACT APPLICATIONS

Continuing Contract applications are due September 15.