IMPORTANT DATES

Tuesday, September 12: BOE meeting

Monday, October 2: SHTA Executive Board Meeting

Monday, October 9: SHTA Representative Council Meeting @ Fernway School

4:15 to 5:00: Association Business (all members are welcome)

5:00 to 6:30: SHAKER BOE CANDIDATES PANEL (Sponsored by the SHTA PAC)

SHTA news

September 11, 2017

ISSUE NO. 1

Message From the President

On behalf of the Shaker Heights Teachers' Association, it is my pleasure to welcome you back once again to our 2017-2018 school year. I hope that you all had a rewarding and re-energizing summer and that you are ready to educate the students of Shaker Heights City Schools. It is some of the most vital work we can do for our community and I am proud to take part in this endeavor alongside all of you. It is my hope that we can support one another as we work with the students, parents, colleagues, and community members that call Shaker Heights home.

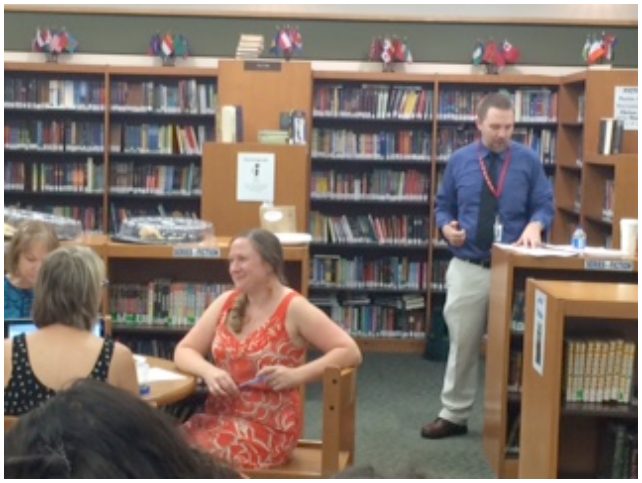
I am especially proud of two Association achievements this summer. The first achievement is the culmination of the Supplemental Committee work on behalf of Our Association spearheaded by Mike Sears and Eileen Sweeney. The new supplemental schedule features an expanded number of supplemental contracts across the district, increases for longevity, and a direct connection between increases in our base pay and increases in our supplemental pay. It was a monumental effort and I can't thank Mike and Eileen enough for their dedication and commitment to this work. I am also proud of the work of the Evaluation Committee, led by Lena Paskewitz. The Evaluation Committee introduced and gained approval for shared attribution, an approach to students' growth measures that will cut literally dozens of tests from our students' overly tested schedules. It is a testament to our collaborative spirit in the SHTA and throughout the district, that we could achieve these significant and positive changes for our teachers, our students and our community. Both achievements represent the greatest good for all those involved.

It was a busy summer as President of the SHTA as well. I assisted members with ongoing legal issues. I updated SHTA and Cuyahoga County Educator Summit (CCES) Facebook pages. I regularly spoke with Superintendent Dr. Greg Hutchings and Interim Human Resources Director Rich Evans. I visited all schools before school started. I asked David Klapholz to join Executive Board as Legislative Chairperson and Cathy Grieshop to add PAC Chairperson to her responsibilities. I met with the Executive Board for our summer meeting. I attended Human Resources director interviews. I met with new teachers. I met with Our Negotiations Team. I met with school board candidates. I worked with the Supplemental Committee. I worked with the Evaluation Committee. I spoke at Convocation. I attended a successful happy hour facilitated by Selena Boyer our Social Chairperson.

Serving as SHTA President continues to one of the most significant aspects of my life's work. I value the relationships I have with my SHTA peers and I am constantly in awe of the work that they do for

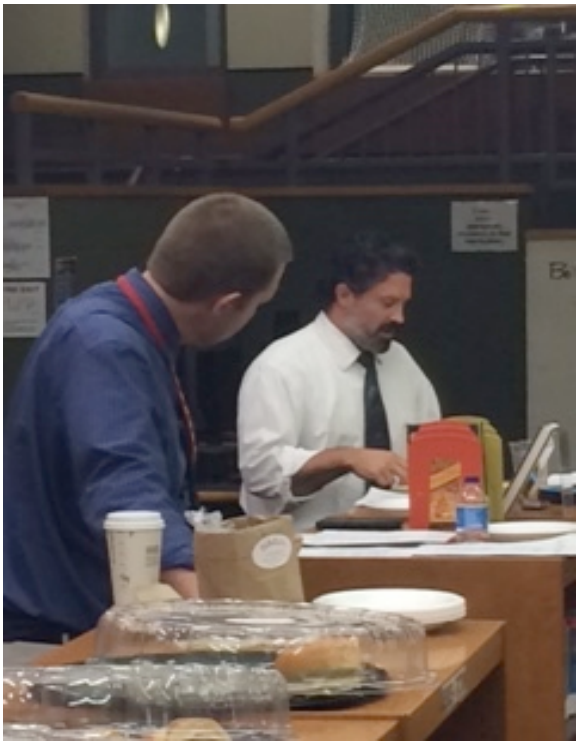
our students, our colleagues, and our professions. I hope to continue to meet their expectations and earn the respect their trust deserves. Please don't hesitate to email me (morris_j@shaker.org) or call (x6033) if the need arises. I look forward to another year as a steward of Our Agreement and as a leader in Our Association.

Respectfully submitted,
John Morris



SHTA President John Morris speaks at the September Representatives meeting @ Woodbury School.

SHTA Vice President Matt Zucca speaks at the September Representatives meeting @ Woodbury School.



Reports from the Executive Board

VICE PRESIDENT'S REPORT

Welcome back to our returning SHTA members and a warm welcome to our newly hired colleagues and our new members under the SHTA-ST. I hope that you all had a safe and restful summer and that your year is off to a great start. Again, our members were key to the successful start of the school year. Our collaborative efforts help create and guide the professional development that began the school year. We have worked on curriculum development over the summer break and overhauled the supplemental contract structure. Our efforts help keep the district running smoothly. I applaud all your efforts.

Over the summer, I meet with the officers to plan, debrief and discuss the Association's agenda. It is an honor to serve with this team of officers. They are well informed and committed to the membership of the Shaker Heights Teachers' Association. It is essential that we continue to represent solidarity and a high level of professionalism that is the backbone of the SHTA.

It was a pleasure to meet and welcome the newly hired teachers and staff members along with the other Officers and district administrators. It is exciting to see the new faces as they begin their careers in Shaker.

As Vice President, I attend the PTO Council meetings on behalf of the Association. These meetings are held approximately bi-monthly and appear on your PTO calendar. The Council at no charge, annually provides each teacher with the PTO calendar. All teachers and parents are automatically members of this organization. However, we ask that you donate to the annual PTO drive. I hope that you will consider making a contribution to this important organization. I would also like to welcome the new PTO Council President Kanika Christian.

I am also a member of the Investments Committee, chaired by our treasurer Bill Scanlon. Please refer to the Treasurer's report in this newsletter to review the status of our investments. As a member of the Investments Committee, I work with the other members to protect and grow the large monetary legacy of our past Association members in the form of the General Fund. We use conservative standard and guidelines to maintain the strength of the Fund.

This year I am also a member of our Negotiations Team. The negotiation team will meet with each other to review membership issues and discuss strategies. We will meet with the district's team as well, as the two sides agree upon a new contract. Please take time to complete the Negotiation Survey sent to you via- email. Your input is vital in guiding the teams' decisions.

I would like to remind SHTA Fellowship recipients that your receipts for reimbursement are due at the end of the month. Please forward this information to me at Fernway. Please allow me 2- 3 weeks from the time of your request to receive your check. A several members have not yet submitted receipts; I hope that you will take advantage of this opportunity.

To continue the successes of the beginning of the school year please seek out your building representatives if you have any concerns or questions. The SHTA is here to support its members; we are here to support you as you do your best for the students of our district.

Finally, I am wishing you a productive and fulfilling year. I am looking forward to working with you and for you. If you have any questions feel free to contact me at 295-4692.

Respectfully submitted,
Matthew Zucca

SECRETARY'S REPORT

Welcome back to the 2017-2018 school year. I hope things are off to a fabulous start for everyone. I am looking forward to working with and the members of SHTA. Please remember that if there is anything you need, we are here for you. I am a 6th grade teacher at Woodbury and my direct extension is #4997. My title is Secretary of SHTA and I am responsible for all correspondence of the membership. I take notes at SHTA Executive Board and Representative Council meetings. All notes that are taken during Representative Council meetings are attached to the newsletter each month. I will also be assisting with the district's annual *The Night for the Red & White* event. During the month of January, there will be a raffle for SHTA members. The winners will receive two tickets to this spectacular event. Again, welcome back and I am looking forward to a productive year as Your Secretary of the SHTA.

Respectfully submitted,
Darlene E. Garrison

TREASURER'S REPORT

Welcome to all our new staff members and welcome back to all of our seasoned veterans. We are at the beginning of an exciting new school year here in Shaker Heights. There are three new candidates running for School Board. They, along with one sitting Board Member, make up four candidates in the running for 3 Board positions. These are the people who make major decisions for our School District, decisions that in the long run affect our professional careers. I hope that all Shaker Heights Teachers become aware of the candidates' views on public schooling and make your votes count.

For those of you new to Our Association, I have the honor of serving as the treasurer. I maintain our finances by creating a budget, paying bills, and monitoring our dues income. I oversee our investments as chair of the Investments Committee that meets with our Edward Jones financial planner twice a year. I meet with our Key investment advisor to monitor the banking investments we own there, and I relay pertinent information to the Investment Committee. I meet individually with our accountants to ensure our tax forms are up to date. I go through the process of having our accountants perform a compilation of our books each year with an audit performed every four years. I report our financial activity to the Representative Council and the members at large.

In May, the members of our Association approved the budget reflected by the current financial report. Also included is the summary of last year's financials (fiscal year 2016-17). If anyone has any questions about the Association's finances please give me a call at ext. #6296.

Payroll deduction for dues ($30 per pay) will begin with the October 1st paycheck. Anyone who prefers to pay her/his $300 dues all at once can send a check to Chante Thomas-Taylor at Woodbury School before then.

The Investments Committee (Todd Keitlen, Matt Zucca, Chante Thomas-Taylor, and myself) will be meeting next month with Brady Krebs, our Edward Jones advisor, to discuss our investments and whether any changes need to be made.

I appreciate the opportunity of serving as your treasurer. I sit as only the second treasurer since Our Association went independent over 30 years ago. I am also a member of the Negotiations Team, scheduled to meet this fall with the Administration to work out a new contract. During those meetings, our Association is able to negotiate from a financially strong position thanks to 30 years' worth of dues-paying members. Every round of negotiations I am reminded and humbled by how much we owe to the legacy of our predecessors.

Respectfully submitted,
Bill Scanlon

Shaker Heights Teachers' Association
Profit and Loss Standard 09/06/17
July 1 through September 6, 2017

	Jul 1 – Sep 6, '17
Income	
Income	
Member Dues	30.00
Total Income	30.00
Investments	
Edward Jones–Fees & Charges	-1,082.59
Key Investments Income	5.82
Change in Value in Edward Jones	12,082.11
Total Investments	11,005.34
Other Types of Income	
Miscellaneous Revenue	50.00
Total Other Types of Income	50.00
Total Income	11,085.34
Expense	
Operations	
Accounting	
Banking	-303.78
Accounting – Other	95.00
Total Accounting	-208.78
Conferences & Meetings	602.16
Fellowships & Grants	298.98
Insurance	5,419.00
Legal	600.00
Negotiations	2,754.60
Publications	960.00
Social	607.56
Total Operations	11,033.52
Total Expense	11,033.52
Net Income	51.82

Shaker Heights Teachers' Association
Profit and Loss Standard 09/06/17
July 2016 through June 2017

	Jul '16 – Jun '17
Income	
Income	
Member Dues	139,950.00
Total Income	139,950.00
Investments	
Edward Jones–Fees & Charges	-6,229.30
Key Investments Income	241.27
Change in Value for Key Investm	566.34
Edward Jones Investment Income	5,680.76
Change in Value in Edward Jones	116,314.09
Total Investments	116,573.16
Other Types of Income	
Miscellaneous Revenue	2,220.40
Total Other Types of Income	2,220.40
Total Income	258,743.56
Expense	
Operations	
Accounting	
Banking	-44.39
Accounting – Other	5,670.05
Total Accounting	5,625.66
Compensation	55,889.19
Conferences & Meetings	3,384.23
Executive Board	569.35
Fellowships & Grants	1,977.98
Insurance	5,944.00
Legal	2,747.22
Negotiations	273.83
Officers' Expenses	2,104.52
Payroll Taxes	595.22
Public Relations	4,945.57
Publications	1,384.44
Social	3,583.56
STRS (TPO Contribution)	5,746.92
Total Operations	94,771.69
Total Expense	94,771.69
Net Income	163,971.87

Shaker Heights Teachers' Association
Balance Sheet Standard 09/06/17
As of September 6, 2017

	Sep 6, '17
ASSETS	
Current Assets	
Checking/Savings	
Key Investments2	45,708.08
Key Bank (checking)	60,222.57
Total Checking/Savings	105,930.65
Other Current Assets	
Edward Jones 13760-1-1	484,363.57
Edward Jones 13768-1-3	659,336.06
Total Other Current Assets	1,143,699.63
Total Current Assets	1,249,630.28
TOTAL ASSETS	1,249,630.28
LIABILITIES & EQUITY	
Equity	
Opening Balance Equity	53.69
Retained Earnings	1,249,524.77
Net Income	51.82
Total Equity	1,249,630.28
TOTAL LIABILITIES & EQUITY	1,249,630.28

Shaker Heights Teachers' Association
Balance Sheet Standard 09/06/17
As of June 30, 2017

	Jun 30, '17
ASSETS	
Current Assets	
Checking/Savings	
Key Investments2	45,702.26
Key Bank (checking)	71,176.09
Total Checking/Savings	116,878.35
Other Current Assets	
Edward Jones 13760-1-1	481,469.21
Edward Jones 13768-1-3	651,230.90
Total Other Current Assets	1,132,700.11
Total Current Assets	1,249,578.46
TOTAL ASSETS	1,249,578.46
LIABILITIES & EQUITY	
Equity	
Opening Balance Equity	53.69
Retained Earnings	1,085,552.90
Net Income	163,971.87
Total Equity	1,249,578.46
TOTAL LIABILITIES & EQUITY	1,249,578.46

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

Welcome back to our senior staff and welcome to our newest members. While I hope everyone had a restful and healthy summer break, by now I'm sure we're starting to feel like we never left. My name is Mike Sears and I teach 8th grade American History at the Middle School. This is my 19th year in the district and my 22nd year in education. This is my 13th year of involvement with SHTA, and my 8th year as the chairperson for Professional Rights and Responsibilities. This position is also called Grievance Chair. My extension is #4770 and e-mail (sears_m@shaker.org) is also a great way to contact me. I enjoy working with the members and, like we tell our students, "there is no such thing as a stupid question".

I also serve on the district's Insurance Committee, which meets twice a year. The committee is meeting on September 14 to discuss changes at some UH (University Hospitals) facilities that may affect our health insurance plans. In 2015, each member's insurance information was updated electronically by representatives from All State Insurance. During these meetings, some members chose to purchase additional life and/or disability (short and long term) policies. Members can only update their benefits during open enrollment (November, 2017), unless there is a life changing event (ex. birth of a child). Anthem is our major medical health insurance company. Express Scripts is our prescription drug provider. Medical Mutual of Ohio runs our flexible spending account program. Members should have cards from Anthem and Express Scripts with member services phone numbers they can call as questions arise. If any member has a concern regarding health benefits, I can help point them in the right direction. Human Resources Generalist Sarah Fish can also help you. However, many of these questions are best answered by directly contacting the service provider. I have an account online with Express Scripts. They have detailed records for every prescription, and suggest ways I can save money by having some prescriptions delivered through the mail. I would recommend creating an online account with them and with Anthem. I have also had several positive experiences with Anthem's member services department over the phone.

I spent time this summer meeting with the Negotiations Team, helping members with maternity leave questions, assisting a member with a scheduling problem, enjoying a fun evening at the SHTA Happy Hour, and chairing the Supplemental Committee. For more information on the committee's work, please read my separate report on our work in this newsletter.

Several members recently contacted me about the district's decision to use shared attribution as a student growth measure in teacher evaluation. I support this decision because it reduces the number of standardized tests for students. Some members will likely see their OTES rating drop from Accomplished to Skilled. Our identities as teachers should never be defined solely by an OTES rating. We should put our students needs first. A colleague told me a story about her children spending the first week of school taking SLO tests. How does that impact student engagement at the start of a new school year? The state superintendent recommended eliminating the student growth measure from the evaluation system. The legislature could act on this before next school year. If shared attribution does not work out, it is only approved for one year. Changes in evaluation have happened every year, and likely will again before 2018-19. Leadership is not just about doing things well, it is about doing the right things. Eliminating extra tests that were only used for teacher evaluation was the right thing to do.

The September 16th paycheck should include a step increase if you qualify for one this year. Another way to advance on the salary schedule is by reaching continuing education levels like B.A. + 15 or M.A. + 30. The Board approves these changes in November and April. There will **NOT** be an extra 1% of your salary paid out to STRS this year, as we now match the district by contributing 14 % of our salary to STRS. OEA

supported STRS reform to keep STRS stable for future retirees. With this increase, STRS members have now increased their contributions from 10 % to 14 % over the past four years. If you would like to learn more about this pension reform, please read the STRS Newsletter from November 2012. https://www.strsoh.org/employer/_pdfs/newsletters/44-919G.pdf. For more recent news, check the STRS home page: https://www.strsoh.org/.

The district policy for maternity leave is clearly outlined in the contract. New mothers decide how many sick days they want to use and if they want to take any unpaid leave through the Family and Medical Leave Act. If you are pregnant, please contact me right away so we can look at a calendar, and I can assist you in a plan that works best for you and your family. You should be aware that notes from doctors do not always allow for additional sick days to care for babies. For example, a note that discusses "failure to thrive" is an acceptable medical reason to use a sick day, but a note that mentions "bonding with the baby" will not be approved because that is not considered a medical condition that allows for a sick day.

Paternity leave is mentioned in our contract. New fathers are permitted to use up to 10 sick days to help care for a new baby. No documentation from doctors is required for this leave. For both maternity and paternity leave, contact me before you contact the administration so you understand your rights.

It is your responsibility to keep the Human Resources Department informed of changes in your family status (over the summer as well as during the school year) concerning **births, adoptions, deaths, divorce, marriage, or entry into military service.** If these changes are not reported to the Benefits Office within **30 days** you will not be permitted to make this change until the next open enrollment, which is usually in November. **Please contact Sarah Fish at #6036 before the 30-day deadline. This may cost you money if you miss this deadline.**

Personal days are personal. No one needs to know why you are taking a personal day. You do **not** need to fill out a form about a personal day. You may simply enter it on AESOP. However, you are responsible for keeping track of your own personal days. If you enter a 4th or a 5th personal day, you will **NOT** be paid for those absences. You may not use personal days before or after a holiday unless you fill out the personal day request form and it is approved by both the building principal and the Human Resources Department. Each case is handled on an individual basis. If you have a question about this, please contact me.

If you use more than 5 sick days in a row, a building secretary will have to enter days 6 and up into AESOP. The Human Resources Department reserves the right to ask you for a doctor's note explaining your absence beyond one week. If you use 10 sick days in a row, the Human Resources Department is required by law to send you a form about Family and Medical Leave. You may choose to continue using sick days with appropriate documentation or you may go on an extended and unpaid leave for family or medical reasons. Please call me if you are in this situation or if you anticipate being out for an extended time.

The current contract is available on our web site, http://shtaweb.org. I strongly encourage you to read it and use it as a reference. I'm also happy to help you with issues of interpretation and clarification.

Best wishes for a wonderful school year!

Respectfully submitted,
Mike Sears, Chairperson

SHTA Is now on @SHTAssoc

LEGISLATIVE REPORT

I am your new Legislative Committee Chairperson. To do this job I have signed up for newsletters from the National Education Association, the American Federation of Teachers, the Ohio Federation of Teachers, the Association of American Educators, the Ohio Education Association, Policy Matters Ohio, and Education Week. I also have contacted two of our former Legislative chairs for advice on how best to do serve the Association in this role. If you have ideas about where I should get the latest legislative news, please let me know. This summer I attended an Executive Board meeting.

I'm looking forward to a great school year.

Respectfully submitted,
David Klapholz, Chairperson

PUBLIC RELATIONS

As Public Relations chair I would like to welcome back all of our members. It was inspiring to see many of our members proudly wearing their SHTA T-shirts during convocation. This demonstrates the solidarity of the Shaker Heights Teachers' Association. My responsibilities include placing ads in various publications such as *Shaker Life* Magazine, the *Shakerite* and *Gristmill*. I also am responsible for making donations to various organizations that help to enrich the lives of our Shaker Heights students. In addition, I purchase teacher appreciation gifts for our members that are given out during teacher appreciation week. As stated in the SHTA Constitution and By-Laws, I will continue to work at fostering mutual understanding, goodwill and respect between and among students, staff, community and administration. I will be placing another order for SHTA T-SHIRTS soon. I will be seeking out different types of T-Shirt fabrics and styles. I will also be investigating other payment options. Have a great school year!

Respectfully submitted,
Bob Bognar, Chairperson

EVALUATION COMMITTEE

After a relaxing summer with family, friends, and my puppies, I am excited to be back at school! The Evaluation Committee has met several times already this school year to work on our evaluation system. We consider various perspectives, including teacher and evaluator feedback, state evaluation requirements, and our students, when making changes. You have all received the letter regarding the move to Shared Attribution for the 2017-2018 school year. We also made other important changes regarding protocols for both Formal and Informal Evaluations.

Shared Attribution

When administration asked that the committee reconsider the option of Shared Attribution, we took the task very seriously. We discussed the teacher and student experiences that are affected by SLO tests and unreasonable testing schedules. Using Shared Attribution will reduce testing overall and allow for testing schedules that better serve our needs. We also looked carefully at recent student growth data of all applicable assessments and found that the 8th Grade MAP Reading assessment yielded the best results over the last two years, with ratings of 4 and 5. Following are some details regarding Shared Attribution. Additional clarifying information and related documents will be posted on the Evaluation page.

- Shared Attribution will be used to determine Student Growth Measure ratings for teachers who *do not* have Value-Added data or End-of-Course Test data. Teachers who *will* have Value-Added data and

EOC data include:
    - Grades 3-8 ELA and Math
    - Grades 5 and 8 Science
    - Grade 6 Social Studies
    - High School End-of-Course Teachers - English Language Arts I and II, Algebra I, Geometry (or integrated mathematics I and II), Biology or Physical Science (class of 2018 only), American History and American Government.
    - Teachers who have a mix of Value-Added/End-of-Course classes and non-VA/EOC classes will use Shared Attribution for the percentage not covered by Value-Added/EOC data.
- The 8th Grade students will take the MAP Reading assessment in March. Other grades can now take the MAP later in the spring.
- We have committed to trying Shared Attribution for the 2017-2018 school year ***ONLY***. We will consider all outcomes and feedback at the end of the year to determine whether to continue or return to individual SGM ratings.

Formal Evaluations

We have chosen to eliminate the Informal Observation Form (previously known as "Walkthrough Form") for Formal Evaluations. Evaluators will record Informal Observations directly on the Performance Rubric. Evaluators are still required to date all observation data on the Performance Rubric, as well as notify teachers via email when updated Performance Rubric is uploaded to eTPES within 48 hours of Informal Observation. The full lesson observation protocols during Formal Evaluation years remain the same.

Informal Evaluations

Informal Evaluation requirements have been reduced to two 15-minute informal observations and one face-to-face conference. Observations will be recorded on the updated Informal Observation Form. This form will ONLY be used during Informal Evaluation years. The Performance Rubric will no longer be used during Informal Evaluation years. Student Growth Measure data will need to be pinned on eTpes in May, as usual.

Annual Professional Growth Plan

The first item on the evaluation "to-do" list is the Annual Professional Growth Plan, unless you are currently on an Improvement Plan. Please make sure to create your APGP and upload to eTPES by the end of September. The process and form for the APGP have not changed. eTPES is now available for uploading your Plan. You can also verify your Evaluation status (Formal or Informal) on eTPES.

Alternate Evaluations

Alternate Evaluations include Librarians, Guidance Counselors, Nurses, Innovation Center, School Psychologists, Speech-Language Pathologists and Coordinators. These alternate evaluations will be reviewed and updated as needed and approved by the Evaluation Committee.

Peer Evaluation

All changes to evaluation protocols are applicable to Peer Evaluation Participants. Please be sure to forward certification and re-calibration credentials to Interim Human Resources Director Rich Evans and Kiki Stout and your Peer Evaluation co-coordinator and to be mindful of all requirements and due dates.

Teacher Evaluation Page

The Evaluations page is in the process of being updated and reorganized. The new forms and information packet have been posted. Updated Student Growth Measure and Shared Attribution information will be posted soon.

Please reach out to me, any evaluation committee member, or your SHTA building representative, with any questions or concerns regarding your evaluation.

Respectfully submitted,
Lena Paskewitz, Chairperson

PAST PRESIDENT'S REPORT

Greetings and welcome back to the 2017-2018 school year. I am Rebecca Thomas, Past President of the Shaker Heights Teachers' Association. Since I retired in 2011, I have served at the direction of SHTA President Dr. John Morris. In that capacity, I assist with projects like updating distribution lists and editing communications; I attend evening meetings like the Board of Education and the Finance and Audit Committee; I provide support for activities like negotiations; and I am available for consultations on past practices. I have been active in the Association for more than 25 years, having served as a building representative, Executive Board member and, of course, President. It is a privilege for me to assist President Morris, his leadership team, and all members of the SHTA.

In honor of Labor Day, I want to share a quote for our country's immediate Past President. At the Milwaukee Laborfest, September 6, 2010, Barack Obama said: "It was working men and women who made the 20th century the American century. It was the labor movement that helped secure so much of what we take for granted today. The 40-hour work-week, the minimum wage, family leave, health insurance, Social Security, Medicare, retirement plans. The cornerstones of the middle-class security all bear the union label."

I am proud of my participation in the Shaker Heights Teachers' Association. Our Association is strong because of the support of our members. I encourage each of you to find a way to be involved and work for the collective good of the membership.

Respectfully submitted,
Becky Thomas, Chairperson

POLICY COMMITTEE

My name is Timothy Kalan, and in addition to teaching art at Lomond and Onaway Elementary Schools, I am the SHTA Policy chairperson. The Policy chair's main concern is stewardship of the SHTA constitution, which defines Our Association and provides us with the protocols that determine the structure of our operation. This document can be found at http://www.shtaweb.org/, along with our contract, newsletters and other interesting items. I also serve on the district's Teacher Evaluation Committee, and run a native gardening club at both my schools. Any questions concerning Our Associations internal mechanisms can be directed towards me, as well as any concerning our evaluation system.

Respectfully submitted,
Tim Kalan, Chairperson

SOCIAL COMMITTEE

Welcome back to the 2017-2018 school year! I am looking forward to another year as the Social Committee Chairperson for Our SHTA. My responsibilities include being in charge of all of the social activities we may have, fostering good fellowship among the Association and coordinating the annual District Service Recognition event with the administration, held in May. I hope that everyone has a great school year!

On August 25th we had an amazing Back to School happy hour at Bar Louie in Legacy Village. More than 60 members attended! Thanks for your participation! We will have our annual Autumn Happy Hour in November! We will socialize, eat, and toast to another fabulous school year!

If you have any suggestions or comments please feel free to call my school extension (x6041) or email me (boyer_s@shaker.org). Have a great year!

Respectfully submitted,
Selena Boyer, Chairperson

TEACHER EDUCATION COMMITTEE

I hope that everyone had a fun and restful summer and you're energized for the new school year. I am excited to continue serving the Association as Teacher Education Chairperson.

New teachers will be receiving information from me highlighting some contract language that will especially affect them. I will also give new teachers a list of important dates they have to remember as the year progresses.

Keep in mind that my role with the Association is to work with new teachers, their mentors, and teachers who are not yet on a continuing contract.

Please contact me to discuss any area of your employment as you move toward a continuing contract. I can be reached by email at hardiman_l@shaker.org or by phone 295-4867.

Respectfully submitted,
Lisa Hardiman, Chairperson

LEGAL AID COMMITTEE

I am looking forward to serving you again as the chairperson for the Legal Aid Committee. I am also happily serving as the Political Action Committee chair this year. The Legal Aid Committee is here to help members in need of legal assistance. I can be reached at 295-4914 if you have any questions. Have a great school year!

Respectfully submitted,
Cathy Grieshop, Chairperson

MEMBERSHIP/ELECTIONS COMMITTEE

Welcome back to the 2017-2018 school year! My name is Chante Thomas-Taylor. This is my third year serving as your SHTA Membership/Elections Chair and I am beginning my 23rd year of teaching at Woodbury School. If you have questions, I can be reached by email at thomas_c@shaker.org or my phone extension is #5601. In addition to coordinating our elections, I am responsible for maintaining our membership directory and monitoring the collection of dues from payroll, or receiving a direct payment from the member.

If you pay your dues by payroll deduction, SHTA dues will automatically begin with the first paycheck in October. ($30 per pay x 10 pays = $300) If you pay your dues by check, please submit your check for $300 to your building representative prior to October 1st.

Membership forms only need to be completed by NEW MEMBERS, or as a current member you wish to CHANGE your form of payment and SIGN UP FOR PAYROLL DEDUCTION. If you wish to stop payroll deduction and instead pay by check, please submit a letter to Chante Thomas-Taylor at Woodbury Elementary School.

2017-2018 Representative Council

Boulevard- Angela Anderson HR, Jennifer Goulden Alt.

Onaway- Paula Klausner HR

Fernway- Andree Hassell HR

Lomond- Steve Smith HR, Donita Townsend, Jill Dipero

Mercer- Nicole Ciconetti HR, Cathy Richards

Woodbury- Angela Goodrum HR, Aisha Mason, Lee Appel , Aquita Shephard Alt.

Middle School - Jeremy Bishko HR, John Koppitch,, Kathy Manning alt., Tim Richards alt.

High School- James Schmidt HR, Brian Berger, Aimee Grey, Joel Rathbone, Keith Szalay, Tod Torrence, Tito Vazquez

SHTA ST- Bonnie Gordon, Jen Halapy

Respectfully submitted,
Chante Thomas-Taylor, Chairperson

SHTA PAC REPORT

Please join the Political Action Committee of the SHTA for a panel discussion with the candidates running for the Board of Education. This discussion will take place on October 9th, in the Fernway Library, at five o'clock. There are four candidates running for three Board seats.

You can find out more about the candidates on the following web sites.

Lisa Cremer: https://lisacremer.com/
Alex Dykema: https://www.alexforshaker.com/
Ayesha Bell Hardaway: http://hardawayforshakerschools.com/
Heather Weingart: http://www.heatherforschoolboard.com/

I hope to see you there!

Cathy Grieshop
SHTA Political Action Committee Chairperson

PUBLICATIONS COMMITTEE

Publications is in charge creating, editing, seeking submissions for the newsletter. I also often write editorials. On top of that, I update the SHTA Facebook and Twitter account.

If you know of someone who is not receiving email of the newsletter, please have him or her email me directly at glasier_a@shaker.org.

If you wish to have an editorial in the newsletter, please email me directly with the email by the second Monday of the month.

I look forward to serving you in the coming year!

Respectfully Submitted,
Andrew Glasier, Chairperson

SALARY-TENURE COMMITTEE

The SHTA Negotiations Team has met once this summer and has another meeting scheduled this month. The SHTA contract expires on December 31, 2017 and the SHTA-ST contract expires on June 30th, 2018. The SHTA Support Teachers Negotiations Team will be assembled later this year. We are moving towards negotiating in good faith with the district.

Respectfully Submitted,
John L. Morris, Chairperson

SUPPORT TEACHER COMMITTEE

Welcome to the 2017-2018 school year! I'm Bonnie Gordon, In-School Support Coordinator at the High School and freshly-baked Support Teacher Committee Chairperson on the SHTA Executive Council (although I this is my third year of serving in the elected post of SHTA-ST Representative on the Representative Council). The SHTA-ST is a separate bargaining unit under the SHTA umbrella, and we teach Shaker's most vulnerable students: those needing extra help to pass the third grade reading guarantee; students whose IEP's call for daily small-group or one-on-one instruction; English language learners; and students in Study Halls and ISS. The reasons why we bargain separately from the SHTA are more historical than logical, so fair warning: A lack of respect for anyone classified as a Support Teacher is my biggest trigger!

This spring, SHTA-ST will bargain with the District for a new version of our existing contract. It will be the first time this has ever happened - because Support Teachers, who used to be called Tutors, didn't have a collective bargaining agreement with the District until April 2016. There were a lot of important changes in Support Teachers' lives thanks to that first contract. I'm proudest and happiest about our newfound eligibility - denied us for decades - to earn continuing contracts. But getting a 50-minute lunch was pretty great, too.

If you have any workplace- or contract-related questions - or if you just want to introduce yourself or shoot the breeze - the best way to be in touch is via my personal e-mail account: msbonniejgordon@gmail.com. You can also try me in ISS at extension #2250, or call or text me at 216-526-9290 (but I might not look at the call or text until after school). My school e-mail is gordon_b@shaker.org. All teachers are heroes, but Support Teachers are my personal favorites!

Respectfully submitted,
Bonnie J. Gordon

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http://www.facebook.com/pages/Shaker-Heights-Teachers-Association

SUPPLEMENTAL CONTRACT REVIEW COMMITTEE

The side letter below was approved by our membership in March 2015 as a part of our collective bargaining agreement that expires at the end of December 2017. During our Interest-Based Bargaining sessions in the 2014-15 school year, it became clear that ARTICLE XXIX - SUPPLEMENTAL CONTRACTS (pages 43-45) needed revised. The information listed there was no longer relevant and much of it was inaccurate. You can find our contract online at http://shtaweb.org/.

All the steps outlined in section A have been completed. Academic leadership positions and athletics were completed and approved by the school board in June 2016. I wrote about these approvals in my September 2016 Professional Rights and Responsibilities report: http://shtaweb.org/media/1801/september%20newsletter%202016b.pdf.

Clubs and activities were completed and approved by the school board on August 15, 2017. Additional information can be found in Board Docs on http://www.shaker.org/BoardofEducation.aspx. This article also provides a summary of the board meeting:

http://www.cleveland.com/shaker-heights/index.ssf/2017/09/shaker_school_board_authorizes.html

Section B has been temporarily addressed by an Memorandum of Understanding (MOU) regarding the work the CILC groups are doing. Unit pay still exists, and is needed for planning work that is done outside of contract hours and is not under the CILC umbrella.

Members have contacted me and other SHTA leaders about how decisions were made on our committee. Some members are upset that their supplemental contracts were reduced or eliminated. Committee members approached this process in a professional way with integrity. The process was data-driven, as members completed surveys with detailed accounts of the work outside of contract hours required to earn a supplemental. With athletics, we looked at neighboring districts for comparisons. Here is a list of the positive outcomes for our members:

1. All supplementals will now begin with 1 % of the base, which means increases the last two years from $430 to $442 to $453.
2. Most coaching positions for athletics were increased for the first time in at least twenty years. More teachers are coaching now as a result, which was one of the committee's goals.
3. Academic leadership positions like department chairs now earn a supplemental increase for each of their first four years in the position, which encourages buildings to develop leaders. The committee's goal was to improve curriculum planning and IB units through consistent leadership and collaboration.
4. Club and activity advisors at Woodbury will now earn equitable wages aligned with the middle school and high school.
5. Club and activity advisors across the district who previously earned low wages (or none) are now being compensated for their work.
6. Student trip coordinators are receiving a supplemental for the first time. The committee's goal was to encourage more students to travel internationally, and to provide more opportunities for teachers to join these trips. One of the best ways to become a global thinker is to see the world.

The committee faced a challenging task; as we balanced student needs, fairness to our members, and fiscal responsibility. In the end, we achieved our goals for the greater good of the district.

For members who would like to discuss a specific supplemental, please contact me. The committee is now serving in an ad hoc role providing guidance to the Human Resources Department. It may become a standing

committee, like the Evaluation Committee and the Insurance Committee.

The names of each committee and sub-committee member are listed below. Many thanks to them for their service to our district. A special thanks to Rich Evans and Sarah Fish in Human Resources, Superintendent Gregory Hutchings, Eileen Sweeney, and John Morris for their assistance.

Supplemental Contract Review Committee

Co-chairs- Darlene Bushley*, Human Resources Director and Eileen Sweeney*, SHTA

*Mike Sears became the committee chair in July 2017

Academic Leadership Sub-Committee	Athletics Sub-Committee	Clubs/Activities Sub-Committees	
Andrea Bradd	Mike Babinec	K-4	5-6
Kathy Brown	Brittany Billups	Lindsay Florence	Darlene Bushley
Darlene Bushley	Darlene Bushley	Eric Forman	Deanna Clemente-Milne
Elaine Mason	Regina Canady	Carina Freeman	Dan Farinacci
Adrian Pocaro	Vikki Long	Chris Hayward	Ruth Heide
Marla Robinson	Chris Oryl	Gretchen Hess	Gretchen Hess
Mike Sears	Eric Peterson	Greg Hutchings	Eileen Sweeney
Silvia Sheppard	Don Readance	Neal Robinson	
Eileen Sweeney	Tim Richards	Mike Sears	
Gene Tournoux	Mike Sears	Eileen Sweeney	
Stephen Wilkins	Bobby Starks	7-8	9-12
	Eileen Sweeney	Darlene Bushley	Andrea Bradd
	Stephen Wilkins	Jevette Collier	Sara Chengelis
		Amy Davis	Jason Clemons
		Adrian Pocaro	Andrew Glasier
		Mike Sears	Scott Sumerak

Side Letter A

REVIEW COMMITTEES

A. Supplemental Contract Review Committees

Beginning in the spring of 2015, there will be a committee(s) established to recommend (1) procedures for posting and awarding supplemental contracts, (2) objective parameters by category, (3) job expectations for supplemental contracts by category, and (4) a self-evaluation tool to be completed annually for each supplemental contract holder.

Each committee will consist of an equal number of representatives appointed by the SHTA President and the Superintendent. The recommendations of each review committee will be forwarded by the SHTA President and the Superintendent for consideration and, if approved, will be memorialized in a Memorandum of Understanding (MOU) to be forwarded to the Board for consideration and approval. Upon approval of the Board, each MOU shall become part of this Agreement.

The committee (s) will review the different categories of supplemental contracts according to the schedule and groupings below:

1. Academic Leadership (i.e., department heads, mentors, etc.) – during the spring of 2015 2. Athletics – during the 2015-2016 school year 3. Fine Arts/Clubs/Activities – during the 2016-2017 school year

B. Unit Pay/Project Stipend Review Committee

Beginning in the spring of 2015, there will be a committee established to develop the structure for project stipends to replace unit pay. Project stipends will be based upon objective parameters, including but not limited to time commitment, complexity, scope of work and level of responsibility of the project.

The committee will consist of an equal number of representatives appointed by the SHTA President and the Superintendent. The recommendations of the review committee will be forwarded to the SHTA President and the Superintendent for consideration by May 1, 2015. If approved, they will be memorialized in a Memorandum of Understanding (MOU) to be forwarded to the Board for consideration and approval. Upon approval of the Board, each MOU shall become part of this Agreement.

Respectfully submitted,
Mike Sears, chairperson

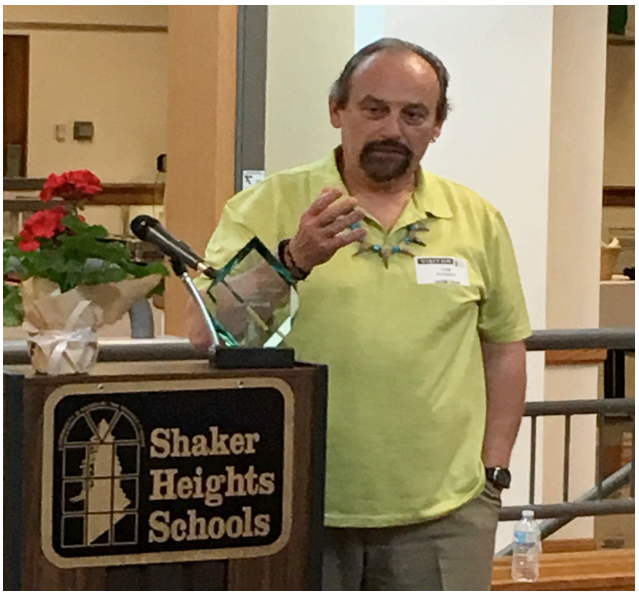
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2017 DISTRICT RECOGNITION RECEPTION

MAY 21, 2017 @ THE SHHS CAFETERIA

SHTA 2017 Lifetime Service Award recipient, Tom Patrick at the District Recognition Reception





SHTA President's Service Award recipient Mike Sears for his work as the Professional Rights and Responsibilities Committee and the Supplemental Committee.



Newly tenured teachers at the District Recognition Reception.

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

September 5, 2017, Woodbury School

SHTA President, John Morris started the September 05, 2017 Rep. Council Meeting at 4:32PM.

Mr. Danny Young, Principal of Woodbury Elementary School welcomed SHTA membership to Woodbury. He shared that he is excited about being a part of a great staff and a great building. He thanked the Woodbury Reps and stated that they were phenomenal. Mr. Young stated that Woodbury would be focusing on the theme of "Empathy" – Be Kinder Than Necessary. Wonderful start to the new school year!

MINUTES from the May 08th, 2017 Rep. Council meeting were approved by Aisha Fraser and seconded by Andrew Glasier.

Administration Report

Dr. Terri Breeden was present for the Rep. Council Meeting.

- Dr. Breeden thanked everyone for the smooth opening of 2017-2018 school year.
- Dr. Breeden shared that Dr. Hutchings was in Indianapolis and was not available to attend the Rep. Council meeting.

P.T.O. Report
Kanika Christian

- The first meeting will be held on September 18th.
- September 15th is the Rainbow Run at SMS. The goal for this year is $30,000.
- The PTO is looking for a 1st Vice President and there is not a Co-President.
- PTO will be setting up a PayForIt link to help with Hurricane Harvey.

Officer's Report

President, John Morris

- Helped members with ongoing legal issues
- Updated SHTA and CCES Facebook pages
- Will attend CCES steering committee meeting
- Spoke with Superintendent Dr. Greg Hutchings and Interim Human Resources Director Mr. Rich Evans
- Visited all schools before school started
- Asked David Klapholz to join Executive Board as Legislative Chair and Cathy Grieshop to add PAC Chair to her responsibilities
- Met with Exec Board for summer meeting
- Attended HR director interviews
- Met with new teachers
- Met with negotiations team
- Worked with supplemental committee
- Asked Mike Sears to continue position as ad-hoc Supplemental Committee Chair
- Worked with evaluation committee
- Spoke at convocation
- Attended successful happy hour
- October 9th Rep. Council Meeting will be shortened – 4:15 to 5:00 Association Business and from 5:00 to 6:30 we will hear from the board candidates at Fernway.

Vice President, Matt Zucca

- Attended a summer executive board meeting.
- Attended the new teachers' meeting.
- Fellowship grants should be submitted by the end of September, receipts are needed.
- Attended negotiations meeting and developed a survey for all members. Survey should be completed by September 22nd for the negotiations meeting on September 25th.
- Please remind new teachers to talk to building reps. Guidance from reps. is beneficial.

Secretary, Darlene Garrison

- Darlene welcomed the membership back to a new school year.
- Attended the New Teachers Meeting at the High School.
- Attended summer Executive Board Meeting.
- Attended the negotiations meeting.
- Was on the interview panel for the IC Coordinator position.

Treasurer, Bill Scanlon

- Shared his duties as Treasurer – head of investments, pays the bills, meets with accountants.
- Attended negotiations meeting
- Attended executive board meeting
- Attended the new teachers' meeting at the high school
- Shared the financial report with membership
    - $139,950 collected in dues
    - Total equity $1,249,578.46

Executive Board Reports

Past President, Becky Thomas

- Attended the Board of Education meeting
- Attended negotiation meeting
- Attended Executive Board meeting

Teacher Education, Lisa Hardiman

- Trying to get a list of new teachers. Kiki Stout has not returned calls. Working with Chante Thomas-Taylor to generate list.
- Attended Happy Hour and Executive Board Meeting.

Membership/Elections, Chante Thomas-Taylor

- Welcome Back!!!
- Passed out membership rosters to head building reps. Lists should be verified and returned to Chante Thomas-Taylor at Woodbury.
- Payroll deduction will begin on October 01st.
- Please remind 19 members that if they are paying by check, it is due by October 01st.
- Please remind newly hired teachers that they can get forms for membership at SHTAweb.org

Policy, Tim Kalan

- Attended Executive Board Meeting
- Worked on the Evaluation Committee meeting

Public Relations, Bob Bognar

- Welcome back to the 2017-2018 School Year.
- It was nice to see everyone wearing the red SHTA t-shirts, showing solidarity.
- Shared duties of public relations position – Provide ads for the Shaker Life Magazine, SHHS Gristmill, select teacher appreciation gifts and provide donations to shaker student groups.

Legislative, Dave Klapholz

- New to legislative and working with previous committee chairs to discuss duties with this position.
- Attended negotiations meeting
- Attended Executive Board meeting

Publications, Andrew Glasier

- Wednesday at midnight all submissions are due
- Updated Twitter and Facebook pages.
- Updated emails for newsletters with Chante Thomas-Taylor to clean-up listserv
- Updated SHTAweb.org
- Executive Board Members a blurb about your role is needed for the newsletter.
- The editorial will focus on evaluation and shared attribution

Social, Selena Boyer

- Planned and organized a happy hour at Bar Louie. Thank you for coming out.
- Working on November Happy Hour and December Holiday Party – looking for a space

Legal Aid, Cathy Grieshop

- No Report

Professional Rights and Responsibilities, Mike Sears

- Working with members on maternity leave
- Josh Eckford has resigned and an emergency insurance committee meeting was scheduled for September 14th.
- Will be meeting with insurance consultants to discuss UH preferring Medical Mutual rather than Anthem.
    - Good idea to look at other districts and their insurance plans
- Met with Chris Hayward and Tina McCauley to discuss Special Area Schedules. Tina suggested that we meet during spring to discuss scheduling for the next school year.
- Attended Executive Board meeting.
- Did a LOT of work with Supplemental Committee.

Evaluation, Lena Paskewitz

- A few changes with Evaluation Process this year:
    - Formal Evaluation Year walk-through forms
    - Informal Evaluation Cycle – No pre and post conferences, no lesson. Instead there will be two 15- minute informal observations (formerly alk-throughs).
- Worked with Evaluation Committee
- Worked with Human Resources, Interim Director of Human Resources Rich Evans on eTPES
- You will be able to upload Growth Plans by the end of September.
- Question from Woodbury Rep. - An administrator is conducting walk-throughs without providing dates or discussion about the walk-throughs. Teachers find out by looking at performance rubric and dates are listed.
    - How do we help a teacher on a limited contract work through this?
- More information about the changes with evaluation will be in the newsletter.

SHTA ST, Bonnie Gordon

- Support teachers worked summer school at the IC. After 3 weeks of teaching summer school, they were told that their pay would be reduced.
- ESL Support Teachers are being asked to do 4 duties per day, example supervising lunch, recess and small group testing.

Salary Tenure, John Morris

- Negotiation Committee met over the summer
- Negotiating in good faith with district
- Survey will be going out
- Next meeting September 25th
- October 01st must submit intent to negotiate

Building Representative Reports

Boulevard, No Representative was present for the meeting

Fernway, Andree Hassell

- Concerns about Specials time
    - Art teacher has no set-up time
    - Students are being used to help with clean-up and prep
- Kindergarten teachers have Specials at the end of the day.
- Concern with teachers moving from building to building.

Lomond, Jill DiPiero

- No Report

Mercer, Nicole Cicconetti

- Curious about the timeline of receiving supplies that were ordered. Lists were sent to Amy and Kathy. Missing some books, would like to know when supplies would be delivered?

Onaway Paula Klausner

- Specials during common planning time. Special teachers have to cover.
- Concern about K-4 classes only being allowed to take one field trip using one bus per year and Middle/High School allowed field trips whenever they schedule a trip.
    - Assistant Superintendent Dr. Terri Breeden said that is not the case.

Woodbury, Angela Goodrum

- Concern with items missing from teachers' classrooms when returned from summer vacation.
    - Administration and Custodians have no idea where the items could be.
- Some teachers completed their bulletin boards before leaving for summer vacation. When a few teachers returned, their boards had been stripped.
    - Again, administrators and custodians were asked but no one knows what happened.
    - John Morris asked that the information be sent to him and he will discuss with Mr. Wilkins.

Middle School, Jeremy Bishko

We are continuing to work with the administration to address the following:

- A lack of facilitators for small group testing for IEP compliance.
- A lack of common planning time to meet with IEP case managers.
- A lack of aides in non-core classes.
- The only school to require lesson plans to be available on a daily basis.

High School, James Schmidt

- Worked with Building Administration to implement an attendance policy that will help compliance with the new attendance law, HB 410. Attendance should be entered for the first two periods by the end of 2nd period and by 4 PM for the remaining classes.
- Working on issue with registers making a noise that distracts from the learning environment.
- There is an issue with the study hall in Room 216 that there was no one hired to staff and the class was being covered during several periods by substitutes that had difficulty keeping students focused on their work. We believe that there will be someone hired by next week, which we hope will remedy this situation.
- Helped to clarify an issue with a long-term substitute's contract.

- Some members have not been paid for work performed last school year and over the summer for things such as Saturday School, CILC work, and Summer School. We are hoping this issue is resolved on the next pay period.
- We have recently been informed that there may be a violation of Article 9, Section 3, Subsection b relating to maximum class sizes for English teachers. We will work with administration to get this issue resolved as soon as possible.
- Some members of the high school wondered if they could opt out of using the District's shared attribution student growth measure and continue to focus their SLOs on their own students. We cannot opt out, but the issue will be revisited next year.

Old Business - None

New Business – None

Good of the Order

- John Morris thanked the Woodbury Reps. for hosting the first Rep. Council Meeting.
- Next Rep. Council Meeting: Monday, October 09th at Fernway Elementary School.
    - 4:15-5:00 Business Meeting.
    - 5:00 We will hear from the candidates running for school board.

Motion to adjourn meeting made by James Schmidt and seconded by Paula Klausner.
Meeting adjourned at 5:57PM.

Respectfully submitted,
Darlene Garrison, Secretary





WHY SHARED ATTRIBUTION

This newsletter is a publication of the Shaker Heights Teachers' Association, an independent organization of professional educators in the Shaker Heights City School District. Signed editorials represent the opinion of the author(s) and may or may not reflect the thinking of other officers or members of the Shaker Heights Teachers' Association. Members and friends of the Association are invited and encouraged to express their opinions or share information via this newsletter.

As a district, we have made a choice to reduce the amount of testing our students must take by moving to a shared attribution model for Student Growth Measures (SGM). As a community, we understand that SGMs are a meaningless indicator of our professionalism and our commitment to students. We know that over testing and massive data collection does NOT make for a better education for our students but only a burden and unnecessary waste of our limited resources.

For years, we have written Student Learning Objectives, sent them to be approved, even if they were approved the previous year, then given our students tests that in some cases took multiple days to administer, tabulated the data, then forced to give a second test later in the year to show "student growth." More data collection, more inputting of information all for a silly number that meant little.

Our poor students have sat and take these tests, at some schools, sometimes several in a day. What an awful way to start the school year, having to take a test that is meant to fail. These occurred not just in science, math, world languages and other core classes but also in art, music, physical education and others. All this time taking up educational time in the classroom and planning time of teachers, let alone administrative headaches. Now all that is done.

Over a month ago, Dr. Terri Breeden broached the idea to Our President, Dr. John Morris, if the Association would be willing to go to a shared attribution model. John thought this would be good for our students and asked Lena Paskewitz and I to convene the Evaluation Committee to discuss the issue along with head of Interim Director of Human Resources Rich Evans and Director of Research & Accountability Dale Whittington. We asked Dale for information and data to help us make a more informed decision. Dale gave us several ideas and suggestions. She combed past scores on several tests both state required and district required. We discussed many possible scenarios.

As a committee, we first decided that shared attribution was far better than our current situation. It would end all Student Learning Objectives and SLO testing. Next we decided to use the Measure of Academic Progress (MAP) scores in reading for the 8th grade. We chose this test score as they were consistently high (a score of 5 two years ago, and a score of 4 last year) and because we are all reading teachers. The irony that a test score from 8th grade would be the SGM for many high school teachers was not lost on the committee. It is a bold statement to our state legislatures that SGMs should not be a part of our evaluation. SGMs are meaningless and only work to alienate teachers and students from the true work of education.

The process is moving forward. We will meet with Dale and Director of Student Data & Accountability Chris Rateno to craft a district wide SLO that will meet our needs. The data will come from the administration of the 8th grade MAP reading test, which will be given in September and March to collect the data. The SGM will be inputted to all our eTps accounts unless you have a value added classes. This change will open up testing windows to better-fit student and teachers needs rather than a slave to our evaluation schedule. It makes sense for our students and us.

This is just the beginning of a push for less testing in our district. What other tests that we administer can we get rid of? It is also only a trial year. The committee will review the process next spring to see how it went and if we should continue with shared attribution. For now, we have reduced the testing on our students and opened up time for our teachers. We believe this will only lead to a better education for our students.

AG