IMPORTANT DATES

Tuesday, March 21: B.O.E. Work Session

Saturday, March 25 to Sunday, April 2: Spring Recess

Monday, April 3: Classes Resume & SHTA Executive Board meeting @ Fernway

Monday, April 10: SHTA Representatives Council meeting @ Lomond

SHTA news

March 20, 2017

ISSUE NO. 7

Message From the President

In the last few newsletters, I have emphasized our need to be aware of national and state educational issues. Now we need to focus on the local.

On May 2nd, Shaker voters will decide on a 3.75 mil capital levy that will provide a much needed 30 million dollars to improve and maintain our schools. I emailed a letter to our membership, from myself and PTO Co-President and Committee for Shaker Schools Chairperson Heather Weingart, asking that we donate to the capital levy campaign and volunteer to place yard signs on our Shaker properties. In an effort to make the donation easier and more impactful, I would like to encourage you to send a donation to SHTA Treasurer and PAC Co-treasurer Bill Scanlon at the High School. Please send a check to the Shaker Heights Teachers' Association with "PAC Levy" in the memo line. Every contribution of any size helps. Then we can send a check to the Capital Levy Campaign collectively from the SHTA PAC. Also, make sure that you endorse the capital levy through the Capital Levy Campaign webpage https://sites.google.com/site/shakerheightslevy/donate. With roof leaks at the Middle School, ADA compliance issues in many buildings, routine maintenance throughout the district, and modern and flexible furniture for all of our classrooms, the necessity and benefits of this capital levy are obvious. It's been thirteen years since our 2004 capital levy. The time is now for this crucial investment and your contribution can help.

It's been one of the busiest months on record in my role as President. I helped with a personal day issue. I attended the February 24th Professional Learning and Instructional Leadership (PLIL) Rounds at the Middle School. I clarified a Part Time status issue. I assisted a member with a legal issue. I talked to Superintendent Greg Hutchings and Director of Human Resources Darlene Bushley on a weekly basis. I spoke at the Portman Town Hall at St. James A.M.E. with Mario Clopton on Feb 23rd alongside several SHTA members. I helped a department chair with a staffing question. I assisted a member with a parent/student issue. I helped find answers for retirement questions for a member. I attended the State of the Schools on February 28th. I attended the Night for the Red & White on March 4th. I updated Our SHTA Facebook page, including the launch of Our PAC fundraiser thanks to the work of Nicole Smith and the PAC co-treasurers Bill Scanlon and Joel Rathbone and PAC Chair Eileen Sweeney. I communicated on the power outage at Boulevard with Head Representative Angela Anderson and Principal Neal Robinson. I helped a member with a contract issue. I helped a member with a disciplinary issue. I helped a member with a student issue. I fielded questions about the Customer Service kiosks. I sent out an email on the Capital Levy Campaign. I met with Middle School members along with Mike Sears, Kathy Manning, and Tim Richards. I discussed air safety concerns at the middle school with Director of Operations Keith Wagner who helped provide air quality test results for Head Representative Kathy Manning. I addressed job share concerns at the high school. I met with

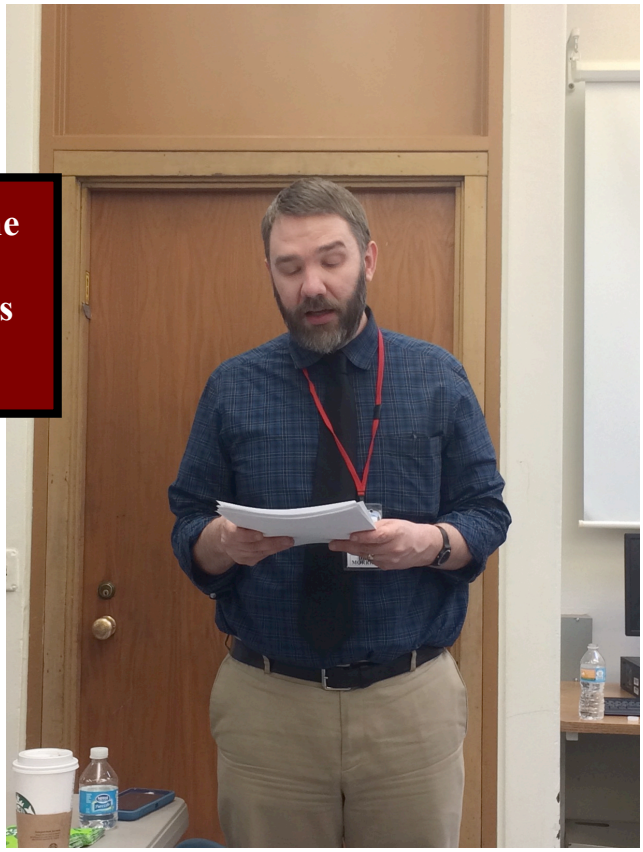
League of Women Voters to discuss the Capital Levy Issue.

On a positive note, our calls and advocacy for the re-examination of ESSA testing standards have paid off. Recently our own Superintendent, Dr. Gregory Hutchings, spoke to the Ohio General Assembly's Joint Education Oversight Committee to delay and more carefully examine the unfair testing expectations for graduation as part of the state implementation of the Every Students Succeeds Act (ESSA), among other significant educational issues. http://www.shaker.org/protected/ArticleView.aspx?iid=6G2IYI0&dasi=2YB. The efforts were successful. Now we have time to explore these tests and their implementation to make sure they are fair and do not disadvantage our students. http://www.cleveland.com/metro/index.ssf/2017/03/essa.html.

It's been hard work and there is more to come, but our collective efforts are powerful. We will continue to provide ways to advocate for our students and our profession through promoting opportunities through our Facebook page, twitter feed, and emails. It's great to know that we are all supporting each other in this endeavor. We are in this fight together. As always, please contact me with any concerns at morris_j@shaker.org or x6033.

Respectfully submitted,
John Morris

SHTA President John Morris at the March SHTA Representative Council meeting @ Shaker Heights Middle School.



The SHTA is on ***us @***

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

Reports from the Executive Board

VICE PRESIDENT'S REPORT

Happy March Madness?

The madness is upon us yet again. As we face the challenging testing madness we must remember that what good educators do for their students cannot be measured. The connections we make, the care we give, the challenges we provide, and the belief we have in our students are not measured on these assessments; yet this is what our children truly need to make "growth".

Please take time this Spring Break to recharge and relax. Enjoy time with family and friends. Do something for yourself and have fun.

Speaking of fun, *The Night for The Red and White* was again a very fun, even more than fun event. For 25 years, the Shaker Schools Foundation has put together a wonderful event for the benefit of our students. Over 2.5 MILLION DOLLARS in funding has been raised for enrichment opportunities for Shaker students. I want to thank you so much for your Silent Auction contributions and your attendance at *the Night for The Red and White*. I look forward to the event next year.

I would like to encourage all fellowship recipients to submit receipts for reimbursement as many winners fail to claim their awards each year. If you have questions regarding this process please feel free to contact me at #4692 or e-mail me at zucca_m@shaker.org. Here is a list of the 2016-2017 Fellowship Winners:

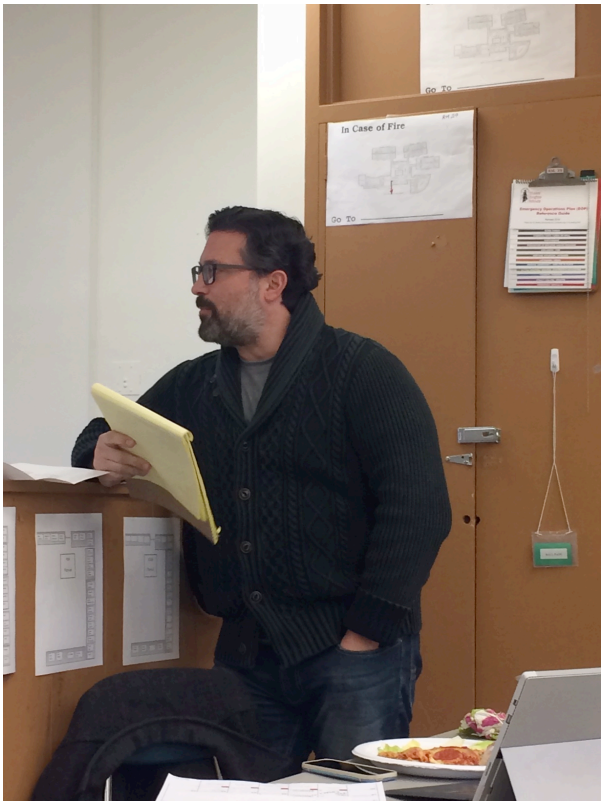
Laura Robbins - Onaway	Wendy McGuffin-Cawley – Fernway
Jim Sweeney – Onaway	Christine Cachat – Fernway
Martin McGuan - Onaway	Ellen Battle – Fernway
Susan Peterjohn - Onaway	Jocelyn Dietz – Fernway
Kathryn Porta - Onaway	Karmi James – Fernway
Karen Tritt - Mercer	Stacey Krantz – Boulevard
Sandra Skandul - Mercer	Alison Bradford – Boulevard
Tracey Gerstenberger - Mercer	Megan Loomis – Boulevard
Cara Luce - Mercer	Laura Montgomery – Boulevard
Kandice Brooks – Woodbury	Angela Anderson – Boulevard
Stephanie Smith – Woodbury	Janet Meinhard – Boulevard
Ruth Heide – Woodbury	Brian Berger – High School
Valerie Libman – Woodbury	Adam Thomas – High School
Chante Thomas-Taylor – Woodbury	Amy Fogerty – High School
Darlene Garrison – Woodbury	Cynthia Steiner – Lomond
Thomas Deep – Woodbury	Mary Ann Durkalski – Lomond
Benjamin Stack – Woodbury	Gretchen Hess – Lomond
Deanna Clemente-Milne – Woodbury	Tanutda Devine – Lomond
Robert Bognar – Woodbury	Jill DiPiero – Lomond
Regina Canady – Middle School	Steve Smith – Lomond
Ellen Roberts – Middle School	

Over the past month I have addressed concerns about transcript mailings to the Administration Office. If there is an option of sending an electronic version of your transcripts you should use that format to prevent loss of that documentation. I have also looked into concerns about teachers being asked to perform additional duties outside set contractual times and outside the guidelines of supplemental contracts. These requests usually fall upon our newest and most inexperienced colleagues. My advice would be to tell administrators that you will get back to them after thinking about the request. If members have concerns or questions about the requests, I advise them to seek out SHTA building representatives and if applicable their mentoring teacher.

I continue to ask that you help and support each other. If you have any questions please feel free to contact me at 295-4692.

Respectfully submitted,
Matthew Zucca

SHTA Vice President Matt Zucca at the March SHTA Representative Council meeting @ Shaker Heights Middle School.



SHTA Is now on @SHTAssoc

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TREASURER'S REPORT

One year ago in my March 2016 newsletter report I wrote, "We are in the midst of a crazy presidential campaign year. It is ridiculous and comical." Who could've imagined then that we'd be in the situation we are now. I'd love to bury my head in the sand and say "I can't bear to watch," but we can't afford to. There is so much policy being debated on a National and State level that will directly impact our kids. It would be irresponsible to ignore it. In that vein, I'm putting out a plea for donations to the SHTA Political Action Committee (PAC). The money going into the PAC helps our politically active members fight for the sanctity of public education. No SHTA money from the general fund can be used for political purposes, so it is really essential we support the PAC. All donations can be given directly to me for deposit.

Also, we are asking for donations to support the Shaker Levy/Bond campaign. Those checks can likewise be made out to the PAC with "Levy" written on the check, and also given to me for deposit. Once I collect and deposit those, I will write one large donation check for the Levy campaign from the SHTA PAC.

This past month I have communicated with our accountants at Edward Hawkins & Co. to square away our tax forms. I am also communicating with our Edward Jones financial planner to set up a spring meeting to review our investments.

A proposed budget for next year will be presented to Representative Council at the April Representative Council meeting. This gives the Representatives a chance to discuss the budget with their members before finalizing it for the May ballot.

The current financial report is attached.

Respectfully submitted,
Bill Scanlon



SHTA Treasurer Bill Scanlon at the March SHTA Representative Council meeting @ Shaker Heights Middle School.

Shaker Heights Teachers' Association
Balance Sheet Standard 03/15/17
As of March 13, 2017

	Mar 13, '17
ASSETS	
Current Assets	
Checking/Savings	
Key Investments2	45,679.35
Key Bank (checking)	114,444.99
Total Checking/Savings	160,124.34
Other Current Assets	
Edward Jones 13760-1-1	466,200.05
Edward Jones 13768-1-3	632,148.10
Total Other Current Assets	1,098,348.15
Total Current Assets	1,258,472.49
TOTAL ASSETS	1,258,472.49
LIABILITIES & EQUITY	
Equity	
Opening Balance Equity	53.69
Retained Earnings	1,085,552.90
Net Income	172,865.90
Total Equity	1,258,472.49
TOTAL LIABILITIES & EQUITY	1,258,472.49



Shaker Heights Teachers' Association

Profit and Loss Standard 03/15/17

July 1, 2016 through March 13, 2017

	Jul 1, '16 - Mar 13, '17
Income	
Income	
Member Dues	137,820.00
Total Income	137,820.00
Investments	
Edward Jones-Fees & Charges	-4,137.11
Key Investments Income	224.18
Change in Value for Key Investm	560.52
Edward Jones Investment Income	5,680.76
Change in Value in Edward Jones	79,869.94
Total Investments	82,198.29
Other Types of Income	
Miscellaneous Revenue	740.40
Total Other Types of Income	740.40
Total Income	220,758.69
Expense	
Operations	
Accounting	
Banking	0.00
Accounting - Other	5,670.05
Total Accounting	5,670.05
Compensation	22,074.96
Conferences & Meetings	2,338.23
Executive Board	223.90
Fellowships & Grants	900.00
Insurance	5,944.00
Legal	2,009.97
Negotiations	273.83
Officers' Expenses	878.37
Payroll Taxes	297.61
Public Relations	3,628.40
Publications	156.44
Social	623.56
STRS (TPO Contribution)	2,873.47
Total Operations	47,892.79
Total Expense	47,892.79
Net Income	172,865.90

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

In the last month, I helped the representatives at the Middle School organize a building meeting. Twenty members discussed OTES, standardized testing, and the physical condition of the building. John Morris attended and answered questions. We also used this meeting as an opportunity to recruit future leaders.

I filed a grievance for several Middle School members regarding the violation of Article XVII:

ARTICLE XVII - PROGRAM, CURRICULUM AND ASSESSMENTS
17.01 Teachers are expected to participate with department chairs, supervisors, and principals in decision making regarding curriculum development, implementation of program, evaluation of program, textbook selection and curriculum revision. Careful consideration shall be given for balance in relation to grade levels, subject areas, types of students being served, special training and interest in the particular field.

17.02 Taking into consideration the number of state-required assessments, every effort will be made to ensure that district-wide testing will focus on multi-purpose assessments that inform instruction and, whenever possible, minimize the impact on instructional time.

The grievance focuses on 17.02 and argues that the current testing schedule at the Middle School does not make "every effort to minimize the impact on instructional time". The grievants also believe 17.01 is being violated because there is either no teacher input into the testing schedule or any teacher input that is happening is not being communicated to the members.

The members decided to file a step 2 grievance because they believe decisions about the testing schedule are made at the administration building. Building representatives have met with building principal Mr. Glasner about the testing schedule, and he has made some beneficial changes. However, the grievants believe more changes are needed to comply with our collective bargaining agreement.

I also assisted members with questions about maternity leave and sick days. The only way to collect severance pay for unused sick days is to retire from the Shaker Heights City School District. If you change employers before retirement, you lose the right to collect severance pay.

The supplemental committee met again on March 1 to review current contracts for clubs and activities. We are almost finished, and should make final recommendations to the Board in April.

Respectfully submitted,
Mike Sears, chairperson

EVALUATION COMMITTEE

The Evaluation Committee met during the first week of March. Prior to the meeting, Andrew and I worked with Director of Human Resources Darlene Bushley and educational consultant Fran Prolman to create a Skillful Teacher crosswalk document. The document aligns elements of the Performance Rubric with sections of *The Skillful Teacher* book. This document will be finalized and shared by next school year. During the meeting, I shared concerns some of you have shared regarding alignment of the rubric to your specific position, including single subject teachers, support teachers, and others. The committee is suggesting that concerned groups or individuals communicate specifically which parts of the rubric do not apply to your position so that we may further review this concern.

We also are working to review, edit, and revise the Evaluation Packet so that it clearly reflects protocols and expectations. There continues to be concerns about protocols being followed, which was also discussed. Due to the high number of teachers in a Formal Evaluation year, this year's evaluation load is higher than the past two years, which accounts for some of the issues. This will be a recurring issue if the mandates for evaluation remain the same.

Peer Evaluation continues to be a successful program that supports teachers in collaborative professional learning. The Evaluation Committee is looking to increase the number of participants next year with the support of both central and building administrators. Peer Evaluation intent forms will be distributed in early April. Please consider joining this program! Individuals will not be required to find their own partner in order to apply. OTES Training will need to be completed by the end of September 2017. The following is a list of scheduled trainings around the state between now and September. If you wish to register for one of the trainings, log in to your SAFE account and search for events with the keyword "OTES".

March 27-29 Cincinnati
April 25-27 Columbus
June 6-8 Leesburg
June 13-15 Columbus
June 14-16 Tiffin
June 19-21 Elyria
June 26-28 Medina
June 27-29 Columbus
June 28-30 Independence
July 26-28 Independence
August 8-10 Independence
September 5-7 Independence
September 26-28 Independence

If you are currently participating in the Peer Evaluation program, please share with your colleagues the ways in which you have benefitted! Thank you for working hard to help your colleague grow!

Respectfully submitted,
Lena Paskewitz, chairperson

PAST PRESIDENTS COMMITTEE

Since the last Newsletter, I attended the Finance and Audit committee meeting. I worked on updating distribution and membership lists. Because of the snow day, the March 14 meeting of the Board of Education was cancelled and rescheduled for March 20 and I plan to attend that. Thank you for allowing me to continue to serve the SHTA.

Respectfully submitted,
Becky Thomas, chairperson

LEGISLATIVE COMMITTEE

We Are Ohio, statewide unions and Senator Sherrod Brown are leading the fight against so-called "Right to Work" legislation in Ohio. So-called "Right to Work" designation means private unions can't force workers to join or pay dues. In the Senate Bill 5 fight over five years ago, *Organizing for America*, Obama's political organization provided the structure for unions and political groups to act in concert against so-called "Right to Work". Now, there is a void and a reorganizing effort since *Organizing for America* is not spearheading this effort. Local unions and individual members must step up and get involved in the opposition to so-called "Right to Work" legislation. Every member must talk to their neighbor and friends and inform them of the devastating consequences of so-called "Right to Work" as well as contact their representatives on a consistent basis to

express their opposition.

In response to the Governor Kasich's state budget (House Bill 49) proposal to require that, as part of the teacher license renewal, all teachers must complete on site work experience with a local business or chamber of commerce. Reps. Brigid Kelly (D-Cincinnati) and Kent Smith (D-Euclid) are calling their legislation the GET REALS Act, with requirements that Kasich spend 40 hours -- that is, five eight-hour days -- in public schools with teachers, janitors or food service workers.

Implied in HB 49 is the sick belief that the work of a teacher is not truly "real" work. This is all just more ignorance, arrogance and condescension.

The newest strategy in the effort to pass so-called "Right to Work" legislation in Ohio is to pass these law on the local level. West Chester, a township outside of Cincinnati attempted to propose to pass this law after a recent federal appeals court opinion opened up so-called "Right to Work" status to cities and limited home rule townships. Previously only states had the ability to make that designation. Then unions asked the federal court to reconsider the opinion on the matter and hold a hearing with a complete panel of judges. This process may take six weeks or it may take two years. At a township meeting about the issue, the building was bursting at the seams with hundreds of people packing the meeting room, lining the walls and crowded into the lobby area. The developments in this court case have held up the progression of the law, at least for the time being.

Congressman Steve King R-IA proposed House Bill 610 on January 23, 2017. This bill proposes to distribute federal funds for elementary and secondary education in the form of vouchers for eligible students and to repeal a certain rule relating to nutrition standards in schools. It provides grants and fiscal allotments to enable qualifying states to carry out an education voucher program. This is the beginning of the expansion of the voucher system and the defunding and destabilization of the American public school system.

We must take the responsibility to act to fight. The Political Action Committee needs members to step up and join. The PAC will meet only when necessary and will work on advocating positions on policies impacting education and our students. If you are interested in joining the PAC of the SHTA, please contact me at sweeney_e@shaker.org.

Alongside Mike Sears and Andrew Glasier, I have worked on the supplemental committee negotiations. The committee reports the negotiations are going well and hopefully near an end. A final proposal should be forthcoming and presented to President Morris and Superintendent Hutchings by month's end.

Respectfully submitted,
Eileen Sweeney, Chairperson

POLICY COMMITTEE

Article III of our constitution deals with the purpose of our Association. One section states our association's mission: "*To encourage members to exercise their rights and privileges as citizens and to accept, willingly, leadership in school affairs and in the civic affairs of their community. To promote democratic members participation in the formulations of educational policies.*"

As members of our association we should keep this responsibility in mind, particularly in regards to being a visible advocate for the support of strong public education policies. We should encourage members to support the district bond issue, to actively participate in state-level issues and policy forums in regards to ESSA and other pertinent education legislation, as well as being an informed citizen that can express the perspective of a public educator in Ohio.

Respectfully submitted,
Tim Kalan, Chairperson

SOCIAL COMMITTEE

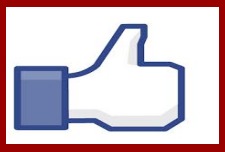
It's that time of year! The District Recognition Reception will be held on Thursday, May 18th at 3:45 p.m. in the High School Upper Cafeteria. This a great opportunity to have our service and that of our peers celebrated! I am looking forward to seeing you all!

Respectfully submitted,
Selena Boyer, Chairperson

MEMBERSHIP & ELECTIONS COMMITTEE

This May, the membership will elect our 2017-2019 officers. Any member on tenure, who has been an active member for the three years immediately preceding the election, is eligible to be an officer. Each candidate for office must initiate his or her candidacy by means of a petition containing the signatures of at least five percent of the active members. Please contact me to obtain a petition. They will be available when we return from spring break and must be filed with me no later than 4 pm Friday, April 28, 2017.

Respectfully Submitted,
Chante Thomas-Taylor

The SHTA is on   ***us @***

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

SHTA Is now on  **@SHTAssoc**

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MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

MARCH 13, 2017, SHAKER HEIGHTS MIDDLE SCHHOL

SHTA President, John Morris started the March 13th Rep. Council Meeting at 4:33PM.
David Glasner, Principal of Shaker Heights Middle School was present to greet SHTA members. He welcomed everyone to Shaker Heights Middle School. Mr. Glasner discussed the importance of collaboration among colleagues in our district.

MINUTES from the February 13th Rep. Council meeting were accepted. Motion to accept minutes made by Aimee Grey and seconded by Joel Rathbone.

Administration Report
Dr. Hutchings was present to give a report on behalf of Administration.
Dr. Hutchings had the privilege of speaking about ESSA in front of the State Board. Expressed a feeling of uncertainty in regards to ESSA.

- Voted on regulation of ESSA last Thursday
- Had an opportunity to meet with ODE in August to talk about our recommendations.
  1. Charter Schools should have requirements and regulations to run effectively.
  2. Accountability: The A – F Report Card system causes perspective families to compare school districts and they don't get the entire picture.
     a. Based off of one state assessment, not looking at everything the entire district is doing.
  3. Governor's budget should be aligned – initiatives need to be funded.
  4. Early Warning System is a state program; the state should supply the funding.
  5. There should be adequate funding for Professional Learning.
  6. Governor suggested that teachers should have to do an externship. Districts should collaborate with businesses. This provides a platform to establish a workforce development plan.

P.T.O. Report – Heather Weingart was present to give the P.T.O. Report

1. The Senior Clap-out is a go. Seniors from the class of 2017 will board buses and travel to the K-4 buildings and walk the halls for a Clap-out in caps and gowns.
2. General sprit wear orders are available until March 27th. The spirit wear will be delivered April 21st.
3. Bond Issue will be on the ballot in May. Thank you to the teachers for such a huge turn out volunteering to place yards signs and signing up for endorsements.
   a. The committee will drop off the signs.

Officer's Report
President, John Morris

- Helped with Personal Day Issue
- Attended Feb 24th PLIL – Rounds at Middle School
- Clarified Part Time Status
- Helped a member with a legal issue
- Talked to Superintendent Dr. Gregory Hutchings and Director of Human Resources Darlene Bushley
- Spoke at Portman Town Hall at St. James A.M.E. with Mario Clopton on Feb 23rd alongside several SHTA members
- Helped a department chair with staffing question
- Helped a member with a parent/student issue
- Helped a member with retirement questions
- Attended State of the Schools on February 28th
- Attended *Night for the Red & White* on March 4th

- Updated SHTA Facebook page including the launch of our PAC fundraiser thanks to the work of Nicole Smith and the co-treasurers Bill Scanlon and Joel Rathbone and PAC Chair Eileen Sweeney
- Communicated on power outage at Boulevard
- Helped a member with a contract issue
- Helped a member with a disciplinary issue
- Helped a member with a student issue
- Fielded questions about Customer Service kiosks
- Sent out an email on the Capital Levy Campaign – please consider a donation and a yard sign
- Requested a Campaign Levy donation on the part of the SHTA from treasurer Bill Scanlon
- Met with Middle School members with Mike Sears, Kathy Manning, and Tim Richards
- Discussed air safety concerns at middle school with Director of Operations Keith Wagner and Kathy Manning, head rep
- Addressed job share concerns at the high school
- Will meet with League of Women Voters to discuss the Bond Issue on Tuesday 3/7

Vice President, Matt Zucca

- Worked on *the Night for the Red & White*
- Attended *the Night for the Red & White*
- Working on Fellowship Grants, please submit receipts to me
- Looked into a concern at Onaway dealing with activities after contract hours, it was all worked out.
- Shaker Schools Foundation, Thank You.

Secretary, Darlene Garrison

- Please be sure to sign the attendance sheet before you leave each meeting.
- If you have an extensive report, please email a copy or give me copy to submit in the Newsletter.
- Attended *the Night for the Red & White* on March 04th.

Treasurer, Bill Scanlon

- Attended *the Night for the Red & White*
- Shared Financial Report with membership.
- Since last meeting, have talked with the accountant about tax information and sent it to the IRS. Also, discussed the limit for payment attending Rep. Council Meetings.
- SHTA has over $1,100,000 in Edward Jones Investments.
- Please be sure to review the Balance Sheet Standard and the Profit & Loss Standard.

Executive Board Reports

Teacher Education, Lisa Hardiman

- No report

Membership/Elections, Chante Thomas-Taylor

- Passed out membership lists, to make sure they are correct and updated.
- Petitions for new officers will be passed out after Spring Vacation.
- Elections will take place in May.

Policy, Tim Kalan

- Attended the Evaluation Committee Meeting.
- Looking at some possible changes with the bylaws

Public Relations, Bob Bognar

- No Report

Evaluation, Andrew Glasier

- Created the crosswalk with Fran to be distributed in August or before
- Met as a committee to discuss issues - including concerns about alignment of rubric with certain positions. If groups (such as single subjects, support teachers, or others) would like to submit a document with specific items they feel do not relate to their position expectations, the committee will review those items.
- Started to edit the evaluation packet and overview - this will be completed soon
- We are working to expand the Peer Evaluation program with support from administration. Intent forms will be distributed after spring break and training dates will be noted in the newsletter. People who wish to do the training must register themselves on STARS.

Legislative, Eileen Sweeney

- Supplemental Committee Meeting going well and we are near the end.
- So-called "Right to Work" Issue being proposed in legislation.
- Sherrod Brown is leading opposition to Right to Work..
- Multi-state push to so-called "Right to Work" trying to push this legislation.

Publications, Andrew Glasier

- All submissions for the newsletter are due Wednesday at midnight.
- More time for President/Kalan
- Retirement 403B's looking into the fees associated
- Shaker teachers' children going to SH schools- will place on the survey
- Customer service kiosks, editorial
- Updated Twitter and Facebook pages
- Worked on Supplemental Committee
- Attended Evaluation Committee Meeting
- Working with Counselors to create OTES Evaluation Rubric
- Peer Evaluation Committee

Past President, Becky Thomas

- Attended the February Board of Education Meeting.
- Attended Finance and Audit meeting.
- Updated distribution lists.

Social, Selena Brown

- Working on the district's Recognition Reception. It is scheduled for Thursday, May 18th. Working with Heinen's on the menu.

Legal Aid, Cathy Grieshop

- No Report

Professional Rights and Responsibilities, Mike Sears (Absent)

- No report

SHTA ST, Bonnie Gordon

- IC Support Teachers were getting fewer personal days because they are working part-time. They were not informed in a timely fashion, so they lost money.

Building Representative Reports

Boulevard, Rep. was not present

- No Report.

Fernway, Andee Hassell

- No Report
- Correction for notes from February 13, 2017 Rep. Council Meeting – It was stated that Fernway had no phonics programs and actually the concern was that we were getting a third one.

Lomond, Steve Smith

- No Report

Mercer, Nicole Smith

- Welcome our new alternate, Cathy Richards.
- Working towards a clear and concise way of communication regarding testing.

Onaway, Paula Klausner

- Ironed out problem with non-tenured teachers being asked to do work.

Woodbury, Lee Appel

- No Report

Middle School, Kathy Manning

- Arrived at school and all Chrome Books were taken to the high school for testing. This caused a problem for teachers who needed to use Chrome Books. Will not be returned until May.
- OTES issues have been resolved.
- Work still being done on the ceiling. We still have a few more leaks.

High School, James Schmidt

- SHTA, thank you for sending me to *the Night for the Red & White*.
- Worked with administration to get testing schedule created.
- Job sharing items all worked out.
- There were some questions and concerns dealing the Customer Service Kiosk.
    - Director of Human Resources Darlene Bushley assisted with questions/concerns relating to the kiosk
    - This is a pilot, part of the Strategic Plan – "How was your Shaker Experience?"
    - This is a pilot for parents, students and teachers. There are customer service cards available for more information
    - Positive feedback to improve a few areas that we need to improve.
    - Each kiosk is $150.00 a year rental fee.

Support Teachers, Latina Pope (absent)

- No Report

Old Business

- None to report.

New Business

- None to report.

Good of the Order

- Thursday, March 15th is the Staff vs. Students basketball game. There is a $2.00 admission price. All proceeds go to Harvest for Hunger.
- Thank you Kathy Manning for a delicious meal and for hosting our March Rep. Council Meeting.
- Thank you Eileen Sweeney, Mike Sears and Andrew Glasier for all of your work with the Supplemental Committee.

Motion to Adjourn

- Motion made by Bill Scanlon and seconded by James Schmidt

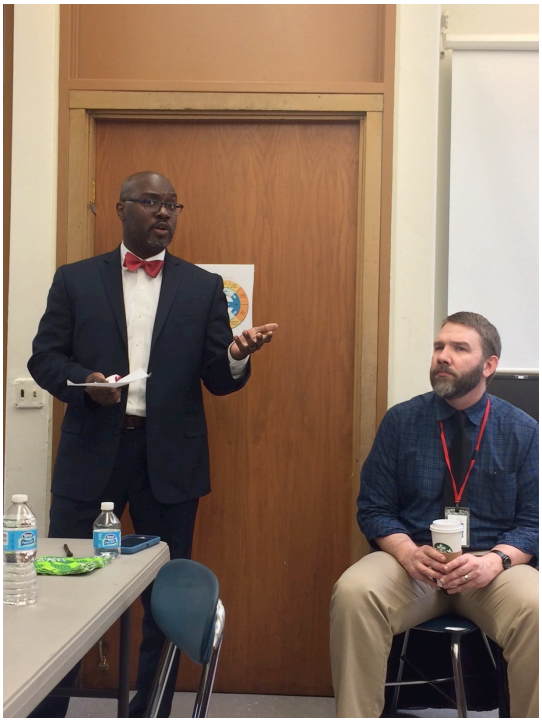
March 13th Rep. Council meeting was adjourned at 5:47 PM.

April Rep. Council meeting is scheduled for Monday, April 10th at Lomond Elementary School.

Respectfully submitted,
Darlene Garrison

The SHTA is on   ***us @***

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









SHTA March Representative Council Meeting @ Shaker Heights Middle School. Special thanks to SMS Representatives Tim Richards & Kathy Manning for hosting the meeting.

WE ARE NOT A BUSINESS!

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.

First thought: how much are we spending on this ridiculous system? Looking at the new emoji-decorated kiosks, I wonder which box on the Strategic Plan we're trying to check off now. The very idea of these rating boxes is absurd, but far beyond being a waste of money and energy; they're also deeply demoralizing and downright dangerous.

The idea that any kind of valid data can be collected this way is laughable. When I showed him the "Smiley Terminal," my husband mentioned that he'd seen them before – in an airport bathroom. That's all well and good – but airport bathrooms aren't dealing with the well-being and development of children. The most damage that could be done there is some toilets being cleaned too infrequently.

Easy as it is to brush off the kiosks as silly, it's the surveys that go with them that are truly insidious. A little plastic holder invites button-pushers to take a card, leading them to a "Customer Satisfaction Survey." Let's leave aside for a moment the philosophy behind this idea, and consider just data-gathering attempted here. The survey is anonymous, but it asks for the name of the employee you interacted with, meaning anonymous people can call out anyone they want. Security guard writes you up for wearing your hat? Survey. Teacher refuses to change your child's grade? Survey. The data gathered here will be no more valid than that on ratemyteacher.com. This invalid data is then sent to HR. What exactly do they plan to do with this information? Will anonymous reports make their way into personnel files? It makes me wonder what our contract says about this new evaluation "system."

Much more damaging is the philosophy that led to the development of the survey in the first place. The corporate-reform agenda has made it to our front office.

We are not a business. We do not have customers. Students are not products. They are children, and we are trying to guide them to being ethical, responsible, informed adults. That process is messy, and it often leaves people unhappy. Our job is to do what is in the best interest of students, even if they (or their parents) don't like it.

The idea that we should be doing whatever we can to please our "customers" erodes the integrity of our profession. Teachers, administrators, security guards and every other adult in this building, have to make difficult decisions every day. We should not hear a voice in the back of our heads asking, "If I do this, will they go online and say bad things about me?" The language of corporate culture has no business in schools.

I am not saying we should not seek feedback, or that open and clear communication and community involvement are not important. Indeed, I give a survey at the end of the year to my students and parents asking for feedback on my teaching and the course. I don't always like what I see, but I value the results and have adjusted my practice in response. This is meaningful information, and I spend time calibrating the questions to measure what I really want to know. I get no sense that such thought went into the administration's survey, nor do I trust that the results will be used well.

We spend a lot of time checking boxes around here. Have we stopped to think of whether those are boxes we should be aiming for?

Valerie Doersen
English Teacher, SHHS

EDUCATION AS A BUSINESS?

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The very silly "Happy or Not" kiosks placed in school offices show how, more and more, our central administration thinks of education as a business. Educators are seen as "service providers," and students and parents are "customers." This paradigm now dominates American thinking about education. Our own governor has taken it to absurd heights, with his proposal to require job-shadowing "externships" for teachers. We are dismayed to see our district rushing headlong down this same path.

We teachers wish to express our great disappointment in this development, and our firm belief that education, at its beating heart, is *not* a business, and that thinking of it as such does great harm to this district that we love.

A business is a private entity created for private profit. A school is a public entity created for the common good. From these fundamentally different origins, fundamentally different institutions arise. Both are necessary for a healthy democratic society. Each one depends on the other. But neither will prosper by pretending to be the other.

Imagine for a moment that we made a little switch in the IB terminology. Can you picture a classroom poster displaying the "Customer Profile"? Immediately we can see how self-limiting this thinking is. We see the wisdom of IB in choosing a word that suggests active strength: "Learner." Indeed, the IB program would call this paradigm a "Way of Knowing." Like all ways of knowing, it offers insights, but also has blind spots. And when we decide to "know" our world in this blinkered, commercial way, we diminish ourselves.

First of all, customers are passive recipients of services. The providers do all the work and have all the responsibility. If a customer finds that a product is defective, then the culprit is always the provider. Education becomes, in the words of the poet William Butler Yeats, "the filling of a pail," instead of "the lighting of a fire." Parents-as-consumers also are passive recipients. They are released from responsibility for their children's education. We grew up hearing from our parents and teachers the empowering motto: "You get out what you put in." Now we have the victim's mantra: "You get out what *they* put in."

But mostly, this way of thinking undermines the central relationship of the educational process: student and teacher. We teachers do not see ourselves as providers and our students as customers. As parents, we certainly don't allow our children to approach their own education with this passive-aggressive mindset. Rather, we see all of us as embarked on a grand cooperative venture—a process requiring commitment, struggle, integrity, and work, work, work from all sides.

Chris Cotton
English Teacher, SHHS

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Shaker Schools Foundation News

for SHTA

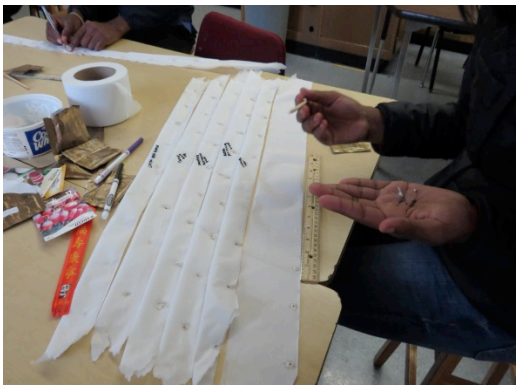
A Little History

The Shaker Schools Foundation celebrated its 35th birthday on November 18, 2016! The first foundation in the state of Ohio to support a public school system, it was established by a group of visionary Shaker residents who believed that our community would make financial contributions to benefit the District's students. Time has proven them absolutely right, and we are indebted to our many donors who continue to express their appreciation of the work YOU do through gifts to the Foundation.

Your Foundation at Work

In the past month, the Shaker Schools Foundation has purchased a new portable fence for the women's softball team and seeds and plants for the Audrey Stout Learning Garden; paid for coaches to work with both the band and the chamber orchestra to help prepare them for competitions; and sponsored the performance of "Objectionably Reasonable: A Community Response to the Shooting of Tamir Rice" at the High School.





You Can Help

The Foundation thanks faculty members who already support the Foundation through Charity Choice payroll deductions or outright gifts. You can make a tax-deductible contribution at any time by sending us a check or visiting shaker.org/foundation.aspx. Thank you!

We also appreciate all the creative donations you made to the *Red & White* silent auction, and are grateful to faculty members who attended the event.