IMPORTANT DATES

Tuesday, April 18: B.O.E Meeting

Tuesday, April 25: B.O.E. Work Session

Monday, May 1: SHTA Executive Board

Monday, May 8: SHTA Representative Council @ Onaway

Wednesday, May 16: District Recognition Reception @ HS Upper Cafeteria

SHTA *news*

April 17, 2023

ISSUE #7

Message from the President

If you would like to see a refreshing take on the value of teachers and their portrayal through popular media, I strongly recommend watching the Emmy Award winning "Abbott Elementary". Unlike many teacher-centered dramas and comedies of the past, this show tackles the actual issues facing America's public schools in cities throughout the nation. Set in Philadelphia and written, directed, and produced by lead actress Quinta Brunson the show tackles everything from charter schools to insufficient funding with sensitivity and humor. Featuring a diverse cast, Abbott Elementary also addresses Equity issues through the lens of helping students and teachers be themselves, mistakes and all.

If you have the time or the inclination, I also strongly recommend watching Quinta Brunson's recent monologue on the April 1st episode of Saturday Night Live. In the monologue (supported by a phenomenal celebrity cameo), Brunson praises teachers like her own mother who taught through the pandemic and hilariously reminds America how much parents realized they valued the role educators play in supporting their children and their families through the pandemic shutdown. She also unequivocally advises our nation to "Acknowledge the work they do every day and, for the love of God, pay them the money they deserve." I couldn't agree more.

March was a typically busy month. I spoke with Superintendent David Glasner weekly. I spoke regularly with Human Resources Director Tiffany Joseph. I attended the *Night for the Red and White*. I updated the SHTA Facebook Page with Publications Editor Andrew Glasier. I worked on an ongoing grievance issue with Personal Rights & Responsibilities Chair Mike Sears. I consulted SHTA Lawyer Susannah Muskovitz about member legal concerns. I communicated with Woodbury Head Representative Stacey DeYoung and SHTA Vice President Darlene Garrison on building facilities concerns and air quality testing. I conferred with Director of Operations Jeff Grosse on Woodbury concerning building facilities and requested air quality testing. I shared the air testing result with Woodbury Head Representative Stacey DeYoung and SHTA Vice President Darlene Garrison. I met with Innovative Center members, facilitated by Innovation Center Head Representative Linda Roth, to discuss concerns. I worked on a High School supplemental issue with High School Head Representative James Schmidt. I met with Fernway Head Representative Matt Zucca to discuss SHTA issues. I communicated with SHTA Membership Chair Chante Thomas on membership questions. I worked with Boulevard Head Representative Cathy Grieshop on a member concern, and I spoke with a member about an evaluation issue. Finally, I worked

with SHTA Political Action Committee co-chairs Cathy Grieshop and Jessica O'Brien on getting information to members about State Teachers Retirement System Board elections.

I hate to say it, but it is rare that teachers receive love in popular media, though it's always refreshing when we do. Take the time to enjoy these cultural moments when we are appreciated and file them away for a rainy day. Quinta Brunson is doing us all a service with "Abbott Elementary" and I, for one, am enjoying it. As always, I'm here for you too.

Respectfully submitted,
John Morris



SHTA President Dr. John Morris & SHTA Secretary Lisa Hardiman at the SHTA Representative Meeting at Lomond School.

The SHTA is on us @
http://www.facebook.com/pages/Shaker-Heights-Teachers-Association

SHTA Is now on @SHTAssoc
FOLLOW US!

VICE PRESIDENT'S REPORT

I hope that everyone enjoyed their Spring Break and had a wonderful holiday. Fourth quarter has started and we are now on our final stretch of the 2022-2023 school year. This is always a busy time of year, full of lifetime memories and experiences.

During the months of March and April, I assisted members with evaluation concerns and issues. I communicated with SHTA President Dr. John Morris concerning an issue with a Woodbury building concern. I finalized the count for SHTA guests who attended the *Night for the Red & White* and the generous donation given by the membership with Senior Administrative Assistant Erica Verderber. I reported on information shared at the March Board of Education meeting. I will attend the April 18th regular School Board meeting.

Recipients of the Dr. Rebecca L. Thomas Fellowship Grant, please remember to submit your receipts to receive your reimbursement of up to $100. Once receipts are submitted, it may take up to 2-3 weeks to receive your check. A few members have asked about the reimbursement process.

1. Receipts can be mailed or sent via email to me, Darlene Garrison
2. I will then fill out a requisition form and send to the Treasurer, Bill Scanlon
3. The treasurer will write a check for the amount of the reimbursement and mail the check back to me using the school mail system
4. Once I receive the check, a second congratulatory letter is written and mailed to the recipient along with the check.

There will be no reimbursements made over summer vacation. Keep in mind that the deadline to submit receipts will be the end of September 2023.

If you have any questions, comments or concerns, please don't hesitate to contact me at ext. #4997.

Respectfully submitted,
Darlene Garrison

SHTA Secretary Lisa Hardiman, SHTA Vice President Darlene Garrison & SHTA President Dr. John Morris at the SHTA Representative Meeting at Lomond School.



EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

During the past month, I attended the SHTA Executive Board and Representative Council meetings in April. I also provided feedback to the Supplemental Committee about requests from Woodbury.

The administrative leadership team is in the process of working with SHTA President Dr. John Morris and SHTA Attorney Susannah Muskovitz to resolve a step III grievance without going to arbitration. This grievance will be resolved to the member's satisfaction. The issue has taken a long time to reach a resolution, and has only been resolved through both the persistence of the member and the encouragement of SHTA Vice President Darlene Garrison. This is the third Step III grievance I have personally filed on a member's behalf in the last two years. All three have been resolved to the member's satisfaction. This work couldn't be done without the dedicated members of the Grievance Committee and the expert legal advice from Ms. Muskovitz. Please understand your dues make a difference in the lives of our members. Also, if you believe you may have a reason to file a grievance, don't hesitate to reach out for advice.

One way to protect ourselves from disciplinary action is to make sure we stay calm during conflicts. It is also important that we keep our hands to ourselves, even when we might want to give a student a pat on the back or a tap on the shoulder. We are not obligated to get involved when students are fighting as long as we report the fight to the office. Protect yourselves and protect each other. Don't touch the students.

Respectfully submitted,
Mike Sears, chairperson

EVALUATION COMMITTEE

Greetings! As the Evaluation Chairperson, I continue to work with Human Resources Director Tiffany Joseph and the Evaluation Committee to address questions, concerns, and protocols.

Please be aware of the following reminders of evaluation protocols:

- All observations should be completed by May 1, 2023.
- All evaluation conferences, final summative ratings, and pinning should be completed by May 10, 2023.

Teachers have all received the Peer Evaluation Intent Form from Human Resources. Participants must complete the form each year to be approved by their building administrator. The form was due on Friday, April 14, 2023. Principals will review the applicants to approve or deny participation. If your building administrator wishes to deny your participation, they will have a face-to-face meeting with you to discuss the specific reasons. This meeting should take place before 4:00 pm on Thursday, April 27, 2023. Applicants who are approved for participation will receive an approval email by 4:00 pm on Thursday, April 27, 2023.

Approved participants who have never held an OTES Evaluator Credential must complete the 3-day training and pass the credentialing exam. Individuals need to register for a training session through the OH/ID Stars site. Log In | OH|ID | Ohio's State Digital Identity Standard You will then need to access the Training and Registration App to access the Stars Dashboard. From there you can do an event search for OTES 2.0. There are many trainings available throughout the summer, including a couple of virtual options. Register for the

training dates and site you are interested in. The district will pay for the training directly, but you will need to forward the registration information to Stacy Poole and complete the form in My Learning Plan for out of district professional development.

Most current peer evaluators have expiring credentials in 2023. All OTES 2.0 Evaluators must take the credentialing exam every two years. Evaluators will receive an email sixty days in advance of their certificate expiration date. The credentialing exam will then become available on the Insight Advance site. Evaluators will also receive two more emails thirty days in advance of expiration. Evaluators must have a current credential to continue participation in the Peer Evaluation Program. Please make time on your calendar to complete the exam in advance of your expiration date. The exam takes anywhere from 45-90 minutes.

Please refer to the Evaluation 2022-2023 slide deck for detailed information and resources. Be sure to utilize the resources on slide 26. The "Navigating OhioES" videos may be of particular help to those who are having trouble. Peer Evaluators should access the Evaluations (Principal Role) Video, as well as the Teachers in OhioES Video.

As always, I am here to help answer questions and navigate any part of the evaluation process with you, as are all members of the committee.

Respectful Submitted,
Lena Paskewitz, Evaluation Chair

POLICY COMMITTEE

This May our Association will be voting on two amendments to the By-Laws of our constitution. The first, to By-Law IV will create additional compensation for Head Building Representatives based on the number of members being served. The second amendment would create two separate scholarships disbursed by the SHTA. One would be for a child of a member, the other would be awarded specifically to a 'distinguished senior' of Shaker Heights High School. The language of the amendments is as follows:

By-Law IV: ADMINISTRATION
Head Building Representative
Head Building Representatives will be responsible for executing all duties outlined within item C. above.

Head Building Representatives will be defined as those representatives who receive the most votes per building OR the representative that is selected, by consensus, among the regular elected building representatives.

Regular Representatives will continue to receive a per meeting stipend, while Head Representatives shall receive one per meeting stipend for attending the representative council meeting AND an additional per meeting stipend for a monthly meeting with building administration before the representative council meeting.

Head Representatives will also receive a stipend at the end of the year that is based upon the size of the membership of the individual building they represent. The three tiers of stipend compensation will be for Head Representatives of buildings with membership sizes of 0-50, 51-100, and 100+.

By-Law VII: Finances
F. SHTA Scholarships

1. The SHTA will disburse two (2) SHTA scholarships per school year for a total of up to one-thousand ($1000) dollars.

2. One scholarship, the SHTA Legacy Award, will be a five-hundred ($500) scholarship for the child of an SHTA member who graduates from high school during the year of the award and who applies for the award and meets the qualifications.

3. The second scholarship, the SHTA SHHS Distinguished Senior Award, will be a five-hundred ($500) scholarship for a Shaker Heights High School graduate who applies for the award and meets the qualifications.

4. Applicants for this scholarship will submit their applications no later than March 15th. Applications will then be reviewed by a panel of five (5) members from the elementary, intermediate, and secondary levels. The panel will determine one recipient for each award. Awards will be announced at the May SHTA Representative Council meeting.

5. No recipient can receive both awards for these scholarships.

6. The President of the SHTA will be responsible for choosing the scholarship panel members and for approving the funds.

Respectfully submitted,
Tim Kalan, Chairperson

MEMBERSHIP/ELECTIONS COMMITTEE.

Greetings everyone! On Monday, May 15th, we will be holding our SHTA Officer and Building Representative elections, and voting on the 2023/2024 SHTA Proposed Budget. Also, two proposed By-Laws have been shared with you regarding an SHTA Scholarship and Head Representative stipend increase including a clarification of duties in our Association's constitution (see Policy Committee). Please review and be sure to review the proposed changes that will need your approval.

If you are interested in being placed on the ballot and have been a member of SHTA for three years, you are eligible to run! *A google form was shared with you for anyone to complete who is interested. Responses are needed by April 28th.*

The 2022-2023 Elected Representative Council Members are:

Boulevard- Cathy Grieshop (Head Rep), Angela Anderson
Onaway- Paula Klausner
Fernway- Victoria Rosen/Matt Zucca
Lomond- Jill DiPiero (Head Rep), Steve Smith, Veronica Malone
Mercer- Nicole Cicconetti (Head Rep), Cathy Richards
Woodbury-Stacey DeYoung (Head Rep), Aquita Shepherd, Lee Appel
Middle School- John Koppitch (Head Rep), Erika Pfeiffer, Matt Klodor
High School – James Schmidt (Head Rep), Brian Berger, Jessica O'Brien, Tod Torrence, Aimee Grey, Enid Vazquez, Kim Roberts, Joel Rathbone
IC- Linda Roth

Respectfully submitted,
Chante Thomas, chairperson

DIVERSITY, EQUITY & INCLUSION COMMITTEE

Historically, Black history is relegated to the month of February. However, it does not allow for in-depth or spiral learning. Students often forget what they have learned from year to year because the focus is limited. Rann Miller gives a quick and useful tool to implementing Black history all year long. I have attached a link that gives an overview that is helpful in making this a reality in the classroom. https://www.edutopia.org/article/teaching-black-history-culturally-responsive-ways

Black history is amazing because it makes us fully cognizant of the impact and contribution African Americans have made to our country. Many contributors are unknown. Maggie Walker, an African American woman, started a department store allowing Black customers to shop with dignity to enter through the main doors instead of side or back entrances, and to eat at a lunch counter. In addition, Black women worked exclusively as clerks. Walker became the first Black woman to establish and become president of a bank in the United States: the Saint Luke Penny Saving Bank in Richmond, Virginia. Maggie Walker was an unknown trailblazer.

Respectfully submitted,
Angela Goodrum

SOCIAL COMMITTEE

Our Annual District Recognition Reception will be on Tuesday, May 16, 2023. Please join us! This celebratory event will take place in the High School Upper Cafeteria at 4:15pm. This is an event for all faculty and staff. The district will honor this year's retirees as well as employees who have twenty-five and fifteen years of service. Our newly tenured teachers will also be recognized. Our Association President, Dr. John Morris, will also award a member with the prestigious President's Award. We hope to see you there!

Respectfully submitted,
Selena Boyer

SHTA PAC COMMITTEE

"Our lives begin to end the day we become silent about things that matter." -Martin Luther King Jr. Happy Spring! You should have received the STRS ballot in the mail. It is really easy to vote by mail or online! Please do your part and vote for the open STRS board seat. Ohio Federation of Teachers has endorsed Pat Davison. The Ohio Education Association has endorsed the incumbent candidate Arthur Lard.

Vouchers are still a very real threat to public education in Ohio. Three proposed bills in the Ohio legislature could expand eligibility for school vouchers. This comes at the expense of the approximately 90% of students who attend Ohio's public schools. ***Please Urge Your Legislators to Oppose Voucher Expansion in Ohio here!***

To place a constitutional amendment on the ballot, citizen groups must collect nearly half a million verified signatures from at least half of Ohio's counties. House Joint Resolution 1 and Senate Joint Resolution 2 would make this harder for citizens to accomplish and make our State less democratic. ***Urge your legislators to oppose HJR 1 and SJR 2.***

Free speech is being attacked in higher education. Honesty For Ohio Education describes Senate Bill 83, or the "Ohio Higher Education Enhancement Act", as a "higher education bill directly impacting academic freedoms and instruction on controversial beliefs and policies. The bill bans mandatory DEI training and programs, hiring

and education around 'controversial beliefs and policies', affinity groups, affirmative action practices, academic partnerships with China, and collective bargaining. Violations impact performance evaluations, tenure, and state funding." ***Please find out more about this hateful, controlling bill here.***

Thank you in advance for considering these issues and speaking up against them!

Respectfully Submitted,
Cathy Grieshop and Jessica O'Brien, Political Action Committee Co-chairs

NEW TEACHER COMMITTEE

This is a busy time of year with evaluations, tenure requests, and licensure renewals. If your license is expiring this June and you have a four-year Resident Educator License, you will either need to apply for an extension or apply for the 5-year Professional Educator license. Please check with the RESA mentors, Lauren Rollins or Ciera Whitsett, if you have any questions about which is appropriate for where you are in the process. OTES and LPDC items should be completed as well, if you have any questions about either of these, please contact me for help at *lewis_g@shaker.org* .

Respectfully Submitted,
Wendy Lewis

SICK DAY TRANSFER COMMITTEE

We have four members who are enrolled in the Sick Day Transfer Program at this time. We had an issue with miscommunication between district departments, but it was resolved quickly with the help of Assistant Treasurer Shelley McDermott and Senior Accounting Specialist Jennifer Browne. Many thanks to both of them. If you would like to donate sick days to a member who is in need, please contact your head building representative or email me directly at schmidt_j@shaker.org and I will be happy to assist you. If you have any questions about enrolling or eligibility for the Sick Day Transfer Program, please contact me at the email address above.

Respectfully Submitted,
James Schmidt, Chairperson

LEGISLATIVE COMMITTEE

The United States House of Representatives passed a bill in March that would expand the role of parents in deciding curriculum in public schools. EdWeek reports the bill has little chance of getting through the Democrat-controlled US Senate.

The Plain Dealer reports that Governor DeWine is proposing a requirement that every school have a police officer. Opponents are concerned that the measure (with an annual cost of over $380 million) would make it more likely that small student infractions would be handled too harshly by law-enforcement officers.

Ohio Senate Bill 1 and Ohio House Bill 14 are moving through the legislation. The bills would move the Ohio Department of Education into a new department: The Department of Education and Workforce. Groups opposing the proposed legislation include the Ohio Federation of Teachers, the Ohio School Boards Association, and Honesty for Education. The primary reason that the groups give for being against the bill are that it puts private education above public education.

Respectfully Submitted,
David Klapholz

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

SHTA President, Dr. John Morris started the April 10, 2023 Representative Council Meeting at 4:33 PM. The meeting took place at Lomond Elementary School. Dr. Morris introduced Lomond ***Assistant Principal Doug Myles and Principal Mr. George Clark.***

Lomond Assistant Principal, Douglas Myles welcomed SHTA Representative council to Lomond Elementary School. He said that he liked that teachers have been there for one another even as demands increase. Teachers continue to fuel the fire and connect with kids. He had the honor of traveling to Paris with the Shaker Heights High School band and said it was one of the proudest moments as a Shaker educator. He then thanked teachers for all their hard work.

Lomond Principal, George Clark welcomed SHTA Representative council to Lomond Elementary School. He said that the transition from former Assistant Principal, Tina McCauley to Douglas Myles has been seamless. He expressed appreciation for the staff at Lomond for their effective communication, openness, and honesty. He enjoys learning from them.

SHTA member, Bonnie Gordon, offered members a petition to sign for the Reproductive Rights Bill. She offered to come to meetings at buildings with petitions.

A motion for approval of the MINUTES from the March 13, 2023 Representative Council meeting was made by Bob Bognar and seconded by Tim Kalen.

Administration Report

Director of Human Resources, Tiffany Joseph was present for the Representative Council Meeting. She reminded members that the deadline for submitting Peer Evaluation Forms is Friday, April 14th.

Officers' Reports

President, John Morris

- Spoke with Superintendent David Glasner weekly
- Spoke with Human Resources Director Tiffany Joseph
- Attended the *Night for the Red and White*
- Updated the SHTA Facebook Page with Publications Editor Andrew Glasier
- Worked on an ongoing grievance issue with Professional Rights & Responsibilities Chair Mike Sears
- Consulted SHTA Lawyers Susannah Muskovitz about member legal concerns
- Communicated with Woodbury Head Rep Stacey DeYoung on building facilities concern and air quality testing
- Communicated with SHTA Vice President Darlene Garrison on building facilities concern and air quality testing
- Communicated with Director of Operations Jeff Grosse on Woodbury concerning building facilities and air quality testing
- Shared air testing result with Woodbury Head Rep Stacey DeYoung and SHTA Vice President Darlene Garrison
- Met with Innovative Center members, facilitated by IC Head Rep Linda Roth, to discuss concerns
- Worked on a HS supplemental concern with HS Head Rep. James Schmidt
- Met with Fernway Head Rep Matt Zucca to discuss SHTA issues
- Communicated with Membership Chair Chante Thomas on membership questions

- Worked with Boulevard Head Representative Cathy Grieshop on a member concern
- Spoke with a member about an evaluation issue

Vice President, Darlene Garrison

- Watched and took notes during the March 14, 2023 Regular Board of Education Meeting.
- Assisted and worked with two members from Woodbury on evaluation concerns.
    - Will attend meeting to discuss evaluation concerns
- Met with President Dr. John Morris to discuss building concerns at Woodbury.
- Met with President Dr. John Morris and Secretary Lisa Hardiman to discuss personnel issues.
- Worked on reimbursement documents for the Dr. Rebecca L. Thomas Fellowship Grant.
- Finalized Silent Auction donation for the *Night for the Red & White*.
- Verified SHTA guest list and payment with Senior Administrative Assistant Erica Verderber.
- Will attend the April 18th Regular School Board Meeting.
- Last PTO meeting is scheduled during the month of May.

Secretary, Lisa Hardiman

- Took notes during Representative Council meeting
- Sent invitations for various meetings
- Met with President Dr. John Morris and Vice President Darlene Garrison to discuss a personnel issue
- Serving on Mercer's Building committee
- Discussed security concerns at Mercer with Principal, Roneisha Campbell and some Mercer SHTA members
- Discussed security concerns with President John Morris, Shaker Heights High School Head Rep James Schmidt and other members of the executive board
- Discussed security concerns with Boulevard representatives
- Gave Treasurer Bill Scanlon proceeds from SHTA's the *Night For The Red & White* drawing

Building Representative Reports

Boulevard— Cathy Grieshop

- We are still waiting for one classroom to have the air testing completed. The teacher has not been given a date for testing to take place.
- Many teachers feel there should be a security person or police officer stationed in the building. We believe it should be a consistent person who will get to know the students, staff, families and routines of the school so that they might notice when something is not right.

Fernway-Matt Zucca

- Addressed concerns raised by members regarding the proposed elementary schedule for next year
- Attended Building Committee meetings
- Worked with member on a leave/adoption/foster issue

Lomond-Jill DiPiero

- Met with members about proposed schedule for next year; Sent letter to Felicia Evans who was very receptive

Mercer-Nicole Cicconetti

- Assisted a member with a behavior/safety concern during Physical Education class; principal Roneisha Campbell plans to meet with the member and me to create a solution for the remainder of the year.

- Mercer staff reflected at our staff meeting on the recent ALICE training modules; a document was shared with our staff in our daily update by Mrs. Campbell. This document is being used to ask questions and voice concerns about this safety process.

Onaway—Paula Klausner

- Attended Building Committee meeting
- Attended Teacher Advisory group meeting
- Met with James Schmidt on sick leave question
- Met with member on evaluation question

Woodbury— Stacey DeYoung

- Monitoring smell situation

Middle School—John Koppitch

- Interim Principal Jaylen Brown and I have been meeting/collaborating weekly to discuss building concerns.
- There was a concern about construction being conducted during school hours that was very distracting to teachers and students.
- I have been in conversation with Mr. Brown about the possible staff relocations for next year.
- Mr. Brown shared a revised possible schedule for next year and asked for staff input.
- I represented a member during a fact-finding investigation

High School—James Schmidt

- We are still awaiting resolution on our Ski Club supplemental. Dr. Morris is assisting with this process now and we hope to have it resolved soon.
- Members are looking forward to the Faculty Meeting on Monday April 17th and hope it is an opportunity for all of the faculty's voices to be heard by our administrative team.
- Thanks to Megan Dora and Andrew Glasier for helping high school members with their concerns about evaluations.
- We are awaiting word about the timeline for compensation for three department chairs who are teaching an additional class. Two of the department chairs have been board approved, and one department chair has yet to be board approved. These members would like to know when to expect compensation for their work.

Innovative Center--Linda Roth

- IC administrator, Matt Simon, will be leaving Shaker Schools to embark on his new journey as Hawken Upper School Director at the end of the 2022-2023 school year. We have endless gratitude and respect for Matt's vision, leadership, and people-first approach to education and we wish him well in his new endeavors.
- IC teachers have had meetings with high school principal Eric Juli, Superintendent Dr. David Glasner, and SHTA President Dr. John Morris about IC needs and expansion. We have expressed the necessity for, and our interest in, collaborating and providing our input in the hiring process. It is crucial that those who are engaged in providing progressive education to students everyday are the most important voices in the hiring of the new administrator.
- On another note, mark your calendars for the Innovative Center's Exhibition of Learning on May 11th from 5:30-7:30 PM. Students will be showcasing their unique and meaningful learning from the year.
- An editorial written by IC teachers will appear in this newsletter.

Executive Board Reports

Publications—Andrew Glasier

- Took pictures and posted on Facebook and Twitter
- Working on evaluation issues
- Moving file cabinet with SHTA history to HS Head Rep. James Schmidt's office
- Questions from members about the process of finding experienced long-term subs for people on leave

Evaluation - Lena Paskewitz

- Evaluation information and forms sent to existing participants in Peer Evaluation
- Most people's credentials expire in 2023
- Participants will get email 60 days before expiration and then 30 days before expiration
- Let me know your status

Membership/Elections-Chante Thomas

- If interested in being placed on the ballot, notification is due on April 28th
- Election is the third Monday in May

Policy-Tim Kalan

- Many members have schedule concerns
- Member has a possible grievance
- Asked question about members and alternates

Public Relations-Bob Bognar

- Submitted order for SHTA Teacher appreciation gifts
- Submitted order for SHTA awards

Special Education-Tito Vazquez

- Enid Vazquez will be temporarily taking on the responsibilities of this position

Legal Aid-Jeremy Bishko

- No Report

Legislative-Dave Klapholz

- The United States House of Representatives passed a bill in March that would expand the role of parents in deciding curriculum in public schools. EdWeek reports that the bill has little chance of getting through the Democrat-controlled US Senate.
- The Plain Dealer reports that Governor DeWine is proposing a requirement that every school have a police officer. Opponents are concerned that the measure (with an annual cost of over $380 million) would make it more likely that small student infractions would be handled too harshly by law-enforcement officers.
- Ohio Senate Bill 1 and Ohio House Bill 14 are moving through the legislation. The bills would move the Ohio Department of Education into a new department: The Department of Education and Workforce. Groups opposing the proposed legislation include the Ohio Federation of Teachers, the Ohio School Boards Association, and Honesty for Education (a group policy that puts private school education over public). The primary reason that the groups give for being against the bill is that it puts private education above public education.

Social-Selena Boyer

- Passed out flyers to head representatives for the district reception which will take place on May 16th in the Shaker Heights High School upper cafeteria.

Professional Rights and Responsibilities-Mike Sears

- Discussing maternity leave with members
- Discussing administrative leave with members
- Grievance was resolved

Sick Day Transfer-James Schmidt

- We have four members who are enrolled in the Sick Day Transfer Program at this time. We had an issue with miscommunication between district departments, but it was resolved quickly with the help of Assistant Treasurer Shelley McDermott and Senior Accounting Specialist Jennifer Browne. Many thanks to them both. If you would like to donate sick days to a member who is in need, please contact your head building representative or email me directly at schmidt_j@shaker.org and I will be happy to assist you. If you have any questions about enrolling or eligibility for the Sick Day Transfer Program, please contact me at the email address above.

PAC (at large)-Cathy Grishop and Jessica O'Brien

- Will email link against voucher expansion. Can be filled out electronically or people can write a postcard
- Updating SHTA website
- Don't throw away STRS ballots-vote!

Executive Session

Old Business

- President John Morris passed out a sheet explaining By-Law IV ADMINISTRATION regarding Head Building Representatives' election and compensation for attending meetings and fulfilling other responsibilities; This will be on the ballot in the May election for members to vote
- President John Morris passed out a sheet explaining By-Law VII Finances-SHTA Scholarship. It explains the two SHTA Scholarships, SHHS Distinguished Senior Award for $500 and SHTA Legacy Award for $500. This will be on the ballot in the May elections for members to vote.

New Business-none

Good of the Order-

- President John Morris thanked the Lomond representatives for the good food
- High School Head Representative James Schmidt suggested that people go outside and watch the Shaker Softball team that was playing Cleveland Heights High School on the Lomond field.

Motion for adjournment was made by James Schmidt. It was seconded by Andrew Glasier.

Meeting adjourned at 5:30 pm.

Respectfully submitted,
Lisa Hardiman

Please join us for our

District Recognition Reception



Shaker Heights High School

(Upper Cafeteria)

May 16, 2023 @ 4:15 p.m.

ALL Shaker employees are invited

and

encouraged to attend!

This event is sponsored by the Shaker Heights Teachers' Association and the Shaker Heights Board of Education.

Contact Selena Boyer (boyer_s@shaker.org) or Nellie Brown (brown_c@shaker.org) with questions.

The Power of the Innovative Center for Personalized Learning

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.

Personalized learning is the direction the state is moving. Ohio Department of Education's (ODE) Personalized Learning Network (PLN) already sent representatives to visit The IC which led to an invitation for us to present to Ohio's PLN on February 16, 2023. IC Staff had the opportunity to share how our model works with educators and administrators from across the state who are interested in moving toward a more personalized approach to learning and teaching. The IC is almost 100% aligned to the ODE's personalized learning framework and is recognized by ODE as a state leader in personalized learning.

The state of Ohio defines Personalized Learning, in part, as learning where educators:

- Really know and empower their learners;
- Facilitate and co-design learning experiences with their learners;
- Align supports to meet individual learners' distinct learning needs, interests, aspirations or cultural backgrounds;
- Provide ways for learners to demonstrate what they know and know how to show what they know.

The Innovative Center for Personalized Learning is for students who want to:

- co-author their own learning by co-designing core and elective courses with SHHS teachers that emphasize interest-driven, project-based, and personalized learning
- work within a small co-learning community, where they are known well by all of their teachers and staff in the space
- design a customized learning schedule that includes a mix of learning on campus and learning in the community
- work on a passion project or internship during the school day

Personalized learning exists, or will soon exist, at other Northeast Ohio schools. Shaker risks being replaced as a leader in personalized learning if the IC model is not supported, not protected, and not expanded. In addition, the personalized learning model at the IC is a significant reason for families and educators to choose Shaker Schools. Expanding the IC at the high school level and beyond can help address some of the reasons behind the District's declining enrollment, which could impact the district's staffing requirements and the District's ability to attract and retain talented, dedicated staff members.

There is no doubt that the personalized learning model is good for many kids. It is also great for teachers. This model is hard work, but it is meaningful and energizing for teachers. Teachers are encouraged to, and supported in, true cross-curricular collaboration amongst teachers and with students. It allows teachers to co-construct individualized courses based on student interests and passions with an eye toward state standards. OTES evaluations are already asking teachers to personalize learning for students. Under Instruction and Assessment in Lesson Delivery, an accomplished teacher is providing an experience where "Learning is primarily self-directed … Teacher routinely promotes opportunities for students to actively take part in developing goals toward mastery, and students are responsible for deciding how to demonstrate their learning. Instructional strategies, pacing and resources are differentiated to make the lesson accessible and challenging for all students, while supporting the various learning needs of individual students." The IC model literally encompasses this high quality and differentiated student-centered learning, all without levels and tracking.

Outside of academics, teachers are able to build strong rapport and relationships with each and every student - another aspect of OTES. It is expected and natural that IC teachers "intentionally create[s] a[n] environment that shows consistent evidence of rapport and expectations for respectful, supportive and caring interactions with and among students and the teacher. There is demonstration of regard for student perspectives, experiences and culture. The teacher models expectations and behaviors that create a positive climate of openness, respect and care. The teacher anticipates and effectively addresses needs related to student sense of well-being." The IC model and structures prioritize and nurture relationships which leads to a safe and supportive learning environment where we have not experienced a single act of violence in three years. This model emphasizes a collaborative problem-solving approach over reactive discipline.

The District needs to embrace and expand this work for both teachers and students who are interested in the personalized learning model. The SHTA, District Leadership and the School Board should immediately take deliberate action to support the Innovative Center and its expansion to provide more personalized learning and teaching opportunities for all.

Respectfully submitted,
IC TEACHERS
Anthony Bokar
Anne Hay
Linda Roth





The SHTA April Representatives Meeting at Lomond School. Thank you Lomond Representatives Jil DiPiero for hosting.