

## IMPORTANT DATES

**Thursday, January 23:**

Dr. Pedro Noguera from 6:30-8:30  
Fenn Tower Ballroom @ Cleve. St. Univ

**Friday, January 24:** Professional/  
Clerical Day (No classes 7-12)

**Tuesday, January 28:** State of the  
Schools, SHHS Large Auditorium, 6PM

**Monday, February 3:**

SHTA Exec Bd., 4:15 p.m. Woodbury

**Monday, February 10:** SHTA  
Representative Council, SHHS, 4:15PM

**Tuesday, February 11:** Board of  
Education, 6:00 p.m. HS Small Aud.

**Friday, February 14:** Prof/Clerical Day  
K-6

**Monday, February 17:** Presidents' Day  
No School

# SHTA news

January 21, 2014

ISSUE NO. 4

## Message From the President

Welcome Back! It's been two months since the last newsletter and much has occurred. Two of the highlights have been the passage of our one year contract extension and our attendance at the board meeting for the levy announcement. While I am grateful that we were able to gain an increase and maintain our benefits, I'm actually prouder of my colleagues who shared their perspectives about the levy at the board meeting. Those five individuals were brave enough to speak their truth to the School Board about an issue that affects all of us, the adequate funding of our district, its future teachers, and its programs. We trust that Dr. Hutchings will be able to maintain our high standards with this conservative levy, but healthy debate is essential to thriving organizations. One of the most powerful accolades I heard after the board meeting was when an attendee approached me and said, "This is an example of civil discourse in an enlightened community." Aimee, Marty, Dave, Jim, and David have infused our Association with a healthy dose of activism. I am extremely proud of all of them and the vital civil discourse they helped provide for this school district and community.

It's been an incredibly busy two months, beginning with November. On November 12<sup>th</sup>, I attended the calendar committee meeting with Matt Zucca where we discussed the impact of the upcoming PARCC tests. I finalized negotiations during meetings with Dr. Hutchings and David Millstone, along with Susannah Muskovitz, culminating on November 25<sup>th</sup> with the tentative agreement that featured a 1% increase to the base, regular salary steps, \$50,000 to the teacher leadership program, and no change in benefits.

In December, I held Q&A session at the High School Small Auditorium (December 2<sup>nd</sup>) with members of the negotiations team and our lawyer. The tentative agreement passed (December 4<sup>th</sup>), with 79% of our membership voting and 96% approving the agreement. I attended the Board Meeting to confirm the tentative agreement on December 5<sup>th</sup> and the Shaker Union Summit on December 12<sup>th</sup> meeting with members of OAPSE and Local 200, organized by our past-Vice President Dollye Finney. I also dealt with personnel issues in the district, including two grievances, with Mike Sears, Matt Zucca and Susannah Muskovitz. I interviewed with the *Shakerite* on December 15<sup>th</sup> and attended the levy board meeting on December 17<sup>th</sup>.

Thus far, January has started out at the same brisk clip. I have responded to questions about maternity leave at the High School. I have been photographed by Steve Cagan for a *Night for the Red and White* advertisement for Muskovitz & Lemmerbrock LLC. On Thursday January 9<sup>th</sup>, I met with members of NEOEA and CTU as part of the Cuyahoga County Union Summit. Please feel free to look it up and join on Facebook. One of their collaborative events is a presentation by Pedro Noguera, famed New York Sociologist and Educator, at CSU on January 23<sup>rd</sup> from 6:30 to 8:30 (see flyer at the end of the newsletter).

It continues to be a pleasure and an honor to serve the members of the Shaker Heights Teachers' Association. I look forward to the challenges and rewards of another year in Shaker Heights. We will work on passing a levy, advocating for our colleagues and students, and continuing the fight to ensure that collective bargaining rights are protected in the state of Ohio. We have a lot ahead of us and together we can continue to make this one of the best school districts in the state and the nation.

*Respectfully submitted,  
John Morris, President*



***SHTA President John Morris @ Mercer Elementary school conducting the January SHTA Representatives meeting.***

# Reports from the Executive Board

## VICE PRESIDENT'S REPORT

Happy New Year.

I hope everyone had a restful break and is energized and ready to get back to our important work of educating.

I would like you to consider making a contribution to the Silent Auction for *A Night for the Red and White*. Donations from teachers are a very popular item at the auction. The deadline for donation forms is January 23. The SHTA's donation to the silent auction this year will be two tickets to a performance at the Cleveland Play House and a gift certificate to Edwin's Restaurant on Shaker Square. Staff members are again offered discounted tickets at ninety dollars to support teacher attendance. The celebration will return to the Tudor Arms Hotel. The historic Tudor Arms building offers a beautiful and elegant setting for a wonderful event. The event is on Saturday March 8, 2014 beginning at seven o'clock PM. The hotel is offering a discounted rate for attendees. Please see your Building Representatives to purchase a chance to win tickets to *A Night for the Red and White* and overnight hotel accommodations. Thank you again for your generous support and contributions. *A Night for the Red and White* continues to provide substantial gifts to the Shaker Heights City Schools.

I would like to remind the recipients of the SHTA Fellowship to submit receipts for reimbursement. I would also like to encourage our members to make a contribution to the PTO annual drive.

*Respectfully submitted,  
Matthew Zucca*

*SHTA Vice-President Matt Zucca presenting at the SHTA Representatives meeting  
@ Mercer School.*



## TREASURER'S REPORT

Our Edward Jones investments have been doing well as can be seen by the attached financial report. I am meeting with some people at Key Bank to investigate further investment possibilities, which will be decided upon by the Investment Committee.

The current financial report is attached.

*Respectfully submitted,  
Bill Scanlon, Treasurer*

*Bill Scanlon speaking at the January SHTA Representatives Council @ Mercer School.*



# FINANCIAL REPORT

7/1/13

1/18/14

## COMPOSITE BALANCE

Balance 7/1/13	992,246.58
Receipts 7/1/13 to present	84,723.00
Change in Valuation 7/1/13 to present	<u>34,572.99</u>
	1,111,542.57
Expenditures 7/1/13 to present	-44,637.52
Expenditures charged to last fiscal year 2012-2013	<u>-1,493.42</u>
<b>TOTAL</b>	1,065,411.63

## BANK AND BROKER RECONCILIATIONS

### A. KEY BANK (11/10/13)

Certificates of deposit

29 mo. @ 0.149%-Matures on 2/6/14 21,253.95

Total Certificates of deposit 21,253.95

Business Money Market Account (0.35% APY) 91,999.57

Unposted deposits and transfers 0.00

113,253.52

Less outstanding checks -7,670.80

**TOTAL KEY BANK** 105,582.72

### B. EDWARD JONES (11/10/13)

Regular Association Account 527,390.86

Advisory Solutions Account 432,438.05

959,828.91

**TOTAL** 1,065,411.63

# Budgeted Accounts

	7/1/13					1/18/14
<u>Account</u>	<u>Budgeted</u>	<u>Debits</u>	<u>Transfers out</u>	<u>Credits</u>	<u>Transfers in</u>	<u>Balance</u>
Accounting	<b>5,000.00</b>	7,283.75	0.00	0.00	0.00	-2,283.75
Compensation for officers, representatives, et al.						
President	<b>9,302.00</b>	4,651.00	0.00	0.00	0.00	4,651.00
Vice President	<b>5,581.00</b>	2,790.50	0.00	0.00	0.00	2,790.50
Secretary	<b>5,581.00</b>	2,790.50	0.00	0.00	0.00	2,790.50
Treasurer	<b>5,581.00</b>	2,790.50	0.00	0.00	0.00	2,790.50
P.R. & R. Chairperson	<b>5,581.00</b>	2,790.50	0.00	0.00	0.00	2,790.50
Editor	<b>4,653.00</b>	2,326.50	0.00	0.00	0.00	2,326.50
Building reps. and alternates	<b>10,000.00</b>	0.00	0.00	0.00	0.00	10,000.00
Conferences and meetings	<b>2,500.00</b>	1,142.90	0.00	0.00	0.00	1,357.10
Fellowships and Grants	<b>3,500.00</b>	0.00	0.00	0.00	0.00	3,500.00
Insurance	<b>5,000.00</b>	4,728.00	0.00	0.00	0.00	272.00
Legal	<b>5,000.00</b>	2,943.50	0.00	0.00	0.00	2,056.50
Negotiations	<b>50,000.00</b>	6,054.20	0.00	600.00	0.00	44,545.80
Executive Board expenses	<b>500.00</b>	266.77	0.00	0.00	0.00	233.23
Officers' expenses	<b>500.00</b>	298.51	0.00	0.00	0.00	201.49
Payroll taxes	<b>975.00</b>	297.86	0.00	0.00	0.00	677.14
Publications	<b>200.00</b>	0.00	0.00	0.00	0.00	200.00
Public Relations	<b>4,000.00</b>	396.00	0.00	0.00	0.00	3,604.00
Social	<b>1,800.00</b>	211.00	0.00	0.00	0.00	1,589.00
STRS(TPO contributions)	<b>9,200.00</b>	2,875.53	0.00	0.00	0.00	6,324.47
General Fund	<b><u>0.00</u></b>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
<b>TOTAL</b>	<b>134,454.00</b>	44,637.52	0.00	600.00	0.00	90,416.48

## PROFESSIONAL RIGHTS AND RESPONSIBILITIES

Three grievances were filed in November, December, and January. One of them has been resolved. The other two are still moving through the procedures outlined in the contract. If you think the contract is not being followed, speak with one of your building representatives first. Also, you may want to review the grievance procedures which are found in Article 12 (pages 11-13) of the contract on <http://shtaweb.org/>. Both members and non-members may file a grievance on their own at any time. I strongly encourage members to contact me first to discuss their concerns before filing a grievance.

Be careful how you talk to students. There is a stronger focus statewide on student bullying. If a student believes a teacher said something that could be interpreted as bullying and reports it to an administrator, the administrator is required to document the incident. This could lead to letters in personnel files and other consequences for members, depending on the seriousness of the situation. Take a deep breath. Step outside and get a drink of water. Remind yourself that you are the adult.

Teaching is an extremely difficult job. Teaching in 2014 is even more difficult. If you or one of your colleagues needs help, take advantage of the Assist Now program offered by the district. Their phone number is 1-800-840-4654. Here is a link to their web site: <http://www.assistnow.org/index.html>. The site has details about all the free services they can provide for you as a district employee. In addition, there are links to old Assist Now newsletters with lifestyle tips.

The Insurance Committee is meeting on January 23 and a new Wellness Program proposal from Anthem is the first item on the agenda. Think about ways we can encourage more employee participation in Wellness activities and share them with your building representatives. Being pro-active about our health can help us keep our insurance costs down. Bryan Christman and his staff in the Treasurer's office reported in December that "We have recently finalized the health insurance rates effective beginning January 1, 2014. We are happy to announce a 0.0% or **no change** in Anthem Health rates, a 3.9% **decrease** in Anthem Dental rates, and a 9.1% **decrease** in ESI Prescription Drug rates, for an overall blended rate **decrease** approximating 2.3%. This makes three years running with overall health insurance rate decreases." Switching to a self-insured model a few years ago has saved us and the district considerable money. The new percentages were used for the first time in our January 16 paychecks.

Several members are concerned about consultants, building scan teams, and others visiting their classrooms. These visits are non-evaluative and are being used to help all of us fine tune our craft. However, if a member sees anecdotes in an evaluation from one of these informal classroom visits (not a walk through by an evaluator), please let a building representative or executive board member know right away. The other concern with these visits is that they could distract students from learning depending on how frequently they occur.

*Respectfully submitted,  
Mike Sears, chairperson*

## PAST PRESIDENT'S REPORT

As Past President, my role is guided by the needs of John Morris and his leadership team. At their request, I have been attending most of the evening meetings of the Board of Education and the Finance and Audit Committee. I am not a participant at these meetings—I am strictly there to observe. In fact, the Finance and Audit Committee does not have any procedure for input from observers. I did contribute to one of their discussions when I was asked a direct question; otherwise, there is no input.

At the meetings of the Board of Education, there is one opportunity for input at the beginning of the meeting and remarks may only reflect on items from the agenda. That is why five SHTA members attended the December 17<sup>th</sup> meeting and expressed their views on the Finance and Audit Committee report. It was gratifying to hear their articulate, impassioned statements.

So, SHTA members expressed their opinions and the Board has acted, now what? Well, each of you should support the levy. And, you should support it through financial contributions to the campaign along with personal involvement, i.e., phone calls and door-to-door literature drops. This levy is necessary to the continued operation of our schools and I encourage you to be an active participant in the process.

*Respectfully submitted,  
Becky Thomas, chairperson*

## **POLICY COMMITTEE**

The mercurial nature of our educational environment requires some adaptability on behalf of our Associations' executive committee. In order to address the current needs of our membership, it may be necessary to form new committees to address those issues. By-Law V, Section B of our Constitution states that "...standing committees may be added with the approval of Representative Council."

Because of the implementation of the new teacher evaluation methods in our district, the Representative Council may be asked to add an additional standing committee to concern itself with issues pertaining to teacher evaluation.

*Respectfully submitted,  
Tim Kalan, Chairperson*

## **SOCIAL COMMITTEE**

Welcome back everyone and Happy New Year. No social events to report at this time. If possible, please remember to attend the State of the Schools address on January 28th.

*Respectfully submitted,  
Wendy Lewis, Chairperson*

## **TEACHER EDUCATION COMMITTEE**

I hope your Winter Break was a restful and relaxing time. Please keep in mind that board action on salary reclassification will be taken two times a year at the regular Board Meetings in November and April. If you have tuition hours, turn them in now. Payment for classes only occurs once a year, but reclassification occurs twice. Remember, your coursework must be completed before you can be considered for reclassification.

Please feel free to contact me with any questions you may have: 216-295-6385 or [smith\\_st@shaker.org](mailto:smith_st@shaker.org).

*Respectfully Submitted,  
Steve Smith, Chairperson*



## MEMBERSHIP/ELECTIONS COMMITTEE

The tentative agreement between the Board and the SHTA for our contract extension effective through December 31, 2014 was approved by the membership. Thank you for voting!

### Contract Tentative Agreement Ratification Vote

December 4, 2013

<u>Building</u>	<u>Accept</u>	<u>Reject</u>	<u>Total Votes</u>	<u>Total Members</u>	<u>Percent Voting</u>
Boulevard	22	1	23	24	95.83%
Fernway	22	0	22	22	100.00%
Lomond	32	1	33	34	97.06%
Mercer	21	0	21	26	80.77%
Onaway	18	1	19	27	70.37%
Woodbury	48	2	50	61	81.97%
Middle School	42	2	44	70	62.86%
Senior High	93	6	99	129	76.74%
Total	298	13	311	393	79.13%
% of Total Votes	<b>95.82%</b>	4.18%			
% of Total Members	75.83%	3.31%	79.13%		

*Respectfully submitted,  
Stacy Elgart, chairperson*

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



**High School English Teacher & Shaker Parent  
Aimee Grey speaking at the December  
Board of Education meeting concerning the  
the 6.9 mils proposed levy.**

# MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

**January 13, 2104 @ Mercer School**

**SHTA President, John Morris** started the January 13th Rep. Council Meeting at 4:30PM.

**J. Lindsay Florence, Principal of Mercer Elementary School** welcomed SHTA members to Mercer.

**MINUTES** from the November Rep. Council meeting were accepted.

## **Administration Report**

**Dr. Gregory Hutchings, Marla Robinson and Lisa Scott** from central office were present at the Representative Council Meeting. Dr. Hutchings gave the report for Administration.

- He wanted the membership to know that he is an advocate for education and teachers. We can't accomplish anything without teachers.
- Concerning the 6.9 Levy, he is not going to ask the community for more money than we need. This will not affect teachers, quality will remain.
- **State of the Schools** meeting is scheduled for Tuesday, January 28<sup>th</sup>. Dr. Hutchings would like for everyone to attend. This will be similar to the start of the school year convocation. The address will focus on all aspects of Shaker, relating to students. The theme for the event is titled, "**I AM SHAKER**".
- The Strategic Plan is in the process of being refined. It was a lot of work to accomplish in two years. The Strategic Plan will now be a 5-year plan with a focus on 6 general areas.
  1. Communication
  2. Student Achievement
  3. Continuous Improvement
  4. Finance
  5. Human Resources and Facilities
  6. Policy

The planning for the Strategic Plan will begin on February 1<sup>st</sup>. The committee is already created; 46 people have committed to be a part of the planning.

**PTO Report** – Jennifer Goodall was present for the PTO Report. Last Monday, the PTO meeting was cancelled due to inclement weather. PTO has hit a bump in the road as it relates to fundraising. They need help!! Please donate to the PTO so they continue supporting students and teachers.

## **Officer's Report**

**President, John Morris**

- On November 12<sup>th</sup>, he attended Calendar Meeting with Matt Zucca.
- Discussion about High School administering 20 standardized test using computers. Lack of computers for the tests is a concern on the horizon.
- Attended Negotiations meeting with Dr. Hutchings and David Millstone.
- Attended a Q&A meeting that was well attended concerning the tentative agreement.
- On December 3<sup>rd</sup>, he attended a Shaker Union Summit – collective concerns in the district.
- December 4<sup>th</sup>, the vote on the tentative agreement passed.
- December 5<sup>th</sup>, he attended the Board meeting, in which the Board approved the agreement.
- Five teachers spoke at the Board meeting concerning the 6.9 levy being increased to 9.9. Thank you for taking leadership role.
- Had to address questions/concerns regarding maternity leave and during maternity leave. You are not responsible for grading, lesson plans, etc. This is your leave.
- January 9<sup>th</sup>, attended an Educator Summit meeting.

***Vice President, Matt Zucca***

- Attended several meetings in December.
- Worked on a personnel issue at Woodbury.
- Fellowship Grants – Please remind members to turn in receipts to be reimbursed.
- March 8<sup>th</sup> is *A Night for the Red & White*. Staff members receive discount tickets for the event. Consider donating to the Silent Auction. The deadline for Silent Auction donations is at the end of January.
- Please consider making a donation to the PTO Council.
- Thank you John Morris for all of your hard work with Negotiations.

***Secretary, Darlene Garrison***

- Please be sure to sign the attendance sheet going around for January Rep. Council meeting. Tickets for *A for the Red & White* raffle will be passed out next month.

***Treasurer, Bill Scanlon***

- Current financial reports were passed out.
- Money from Key Bank is really not doing much. Will be meeting with Key Bank to discuss how to place our investment in the right areas to show a change.
- More money has been spent in the legal department because we have had some personnel issues taking place.

**Executive Board Reports**

***Past President, Becky Thomas***

- Working on finalizing contract to add to the webpage.
- Attended many of the same meetings with John Morris.
- Finance and Audit meeting and Insurance meeting coming up soon.
- January 28<sup>th</sup>, please plan on attending the State of the Schools meeting.
- Bond Issue money is now gone, any repairs to the buildings will now come out of the general fund.

***Teacher Education, Steve Smith***

- No report

***Membership/Elections, Stacy Elgart***

- We gained a new member at Mercer and lost a member at the Middle School.
- There are now 3 Representatives and 1 Alternate at the Middle School.

***Policy, Tim Kalan***

- There will be an essay published in the current newsletter.

***Public Relations, Lena Paskewitz***

- Things have been relatively quiet.
- January Formatives were due on January 13<sup>th</sup>.
- Administrators have a few extra days.

***Legislative, Eileen Sweeney***

- There are commercials against the so-called “right to work” laws.
- There may be some changes in legislation with the OTES process. House is still working on; a rating of skilled, every two years observed & rating of accomplished, every three years observed.
- Fundraiser for SHTA PAC – “Just Let Me Teach” wristbands will be available in early February.

***Publications, Andrew Glasier***

- Submissions due for newsletter – Wednesday at midnight

***Legal Aid, Chante Thomas***

- No report

***Social, Wendy Lewis***

- No report

***Professional Rights and Responsibilities, Mike Sears***

- Worked on a situation at Woodbury.
- 2 grievance issues – adoption leave and maternity leave.
- Please be mindful of what you say to students – stop, take a deep breath before saying something inappropriate.  
Talk to your colleagues when you notice them becoming upset. We have to help each other.

**Building Reports**

**Boulevard:** No report

**Fernway:** Brief survey completed – the amount of time being spent outside of school hours working on school related items.

**Lomond:** No report

**Mercer:** Survey given to staff regarding time spent on school related items outside of school hours.

**Onaway:** No report

**Woodbury:** Personnel issues and computer issues, both resolved.

**Middle School:** There are some teachers reporting that they did not have their final evaluation.

**High School:** Maternity leave issue and evaluation issue working on at this time.

**Old Business** - None

**New Business** - None

**Good of the order** - None

Meeting was adjourned at 5:49PM

**February Representative Council Meeting – Shaker Heights High School**

***Respectfully submitted,  
Darlene Garrison, Secretary***

***SPECIAL THANKS TO MERCER  
SCHOOL REPRESENTATIVES  
LISA HARDIMAN & ROBYN FEINSTEIN  
FOR HOSTING THE JANUARY  
REPRESENTATIVE MEETING.***



## Wrap Around Services Are Vital

*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.*

With the continuous barrage of accountability measures, elective and mandated, that our educational system has been burdened with, I feel compelled to offer an alternative measure that I believe could make a significant impact on our achievement gap. The amount of money, time and energy spent assessing and preparing our students for assessments strikes me as ill-conceived and misdirected. This phenomenon is particularly problematic in a district such as ours – a diverse district with large income gaps between the affluent and impoverished. Efforts such as Response-To-Intervention and pullout-managed solutions along with modest extra-curricular activities, nibble at the edges of our problem. Unfortunately our methods are not directly addressing the needs of our most at-risk students, nor do they provide the actionable form of data that transcend the simple “teaching-them-up-for-the-test” strategy we employ.

I believe in using data for solution-based problem solving. This not only means identifying at-risk students, but identifying *why* they are at-risk, and mitigating those issues in a way that attacks the problem, and provides data that explains this educational dynamic in a way that we currently do not. Presently, state test data is used as a cudgel tacitly shaming, condemning, and punishing districts that have high concentrations of impoverished students. The data in fact is fairly accurate in its portrayal of the economic and cultural poverty our state and nation struggle with. It is not very accurate in its gauge of teacher quality, curriculum, or method. What we need is a program that focuses on our needs as a district, and provides us with data that

can illustrate the strengths of our district, as well as answers to our scores on the state report card.

What I am proposing is a wrap-around services which would be offered to students we identify in our district that would benefit from extra and alternative forms of curriculum delivery. This program would be a form of before-and-after-care that would allow students to participate in enrichment activities beginning at 7:00am until the beginning of school, and continue after school until 8:00pm. The benefits are two-fold: not only are students given access to more learning opportunities, they will often be out of environments that, at best, are education-neutral, at worst, abusive and emotionally destructive. Invitations to this program would have strings attached. The carrot would be the offer of free before-and-after-care. The stick would be compulsory parental involvement. Parents would have to make a commitment to attend sessions that encourage positive parenting methods, and be actively engaged in their children's learning. This could also mean remedial instruction for parents. Of course, families and students could refuse this invitation or not fulfill their obligations. This too would provide the district with some useful data.

A program of this sort is not cheap (certainly not possible with a 6.9mil levy). It would not be easy to implement. However it is the type of heavy-lifting needed to deal with a problem that ultimately begins and ends outside of school walls. Other district uses versions of this philosophy to tackle problems that are too big for the traditional six hours of school. It is what is happening in those other eighteen hours that we need to start concerning ourselves with if we are going to make a real difference.

***Tim Kalan***

# ***An Evening with Dr. Pedro Noguera***

**JOIN US ON THURSDAY, JANUARY 23**

**6:30-8:30**

We invite you to join the CTU, the Center for Educational Leadership at CSU, and the City Club of Cleveland for An Evening with Dr. Pedro Noguera. Dr. Noguera will be speaking on what teachers can do to make a difference in disadvantaged schools and communities.

Dr. Noguera leads a national campaign that acknowledges the impact of social and economic disadvantage on schools and students and proposes evidence-based policies to improve schools and remedy conditions that limit many children's readiness to learn. He is the author of *The Broader and Bolder Approach*, a professor of education at New York University and he practices what he preaches as a scholar and a parent. In Newark New Jersey he dedicated years of work to the Global Village Zone – an approach to transforming teaching and learning within schools while simultaneously addressing the external conditions related to poverty that often undermine reform efforts. His words and his work, we are sure will resonate with those of us in the Cleveland educational community and those in our broader community that believe in the promise of public education.

We hope that you will join us in welcoming Dr. Pedro Noguera on Thursday, January 23 from 6:30-8:30 at the Fenn Tower Ballroom at Cleveland State University (1983 East 24<sup>th</sup> Street, Cleveland). Parking is available at the Prospect Garage off Prospect just west of the East 24<sup>th</sup> intersection. Please click the link below for more information and to register for the event. While registration is not required, this will help us get a count so that there are enough refreshments and parking.

Link: <http://whoozin.com/WUG-9JW-XXX3>