

IMPORTANT DATES

Monday, November 21st:

- **WEAR YOUR SHTA T-SHIRT**
- Professional Day
- **SHTA HAPPY HOUR!**

Tuesday, November 22nd:

Professional Day

Wednesday, November 23rd to

Friday, November 25th:

Thanksgiving Break

**NO SHTA EXECUTIVE BOARD
OR REPRESENTATIVE
COUNCIL MEETINGS IN
DECEMBER**

**DECEMBER 17TH TO JANUARY
2, 2017: WINTER BREAK**

Tuesday, January 3rd: Executive
board Meeting

Monday, January 9th:
Representative Council @ Mercer

SHTA *news*

November 21, 2016

ISSUE NO. 3

Message From the President

To say it's been a rough few weeks would be the understatement of the year. Many of us have been profoundly disappointed by the national election results. Some of us not as much. However, in times like these, all we need to do is look at the faces of our students to realize that we will never give up. Education is the only means by which we can enlighten future generations about the values we hold dear. In our community, I think it's safe to say, values like respecting diversity, engaging in the free and civil exchange of ideas, helping others, and bettering our world are all held dear. When I look at my students I realize they are our only hope. If our school, our community, our country and our world is to reflect these values then it is through our students that they will be realized.

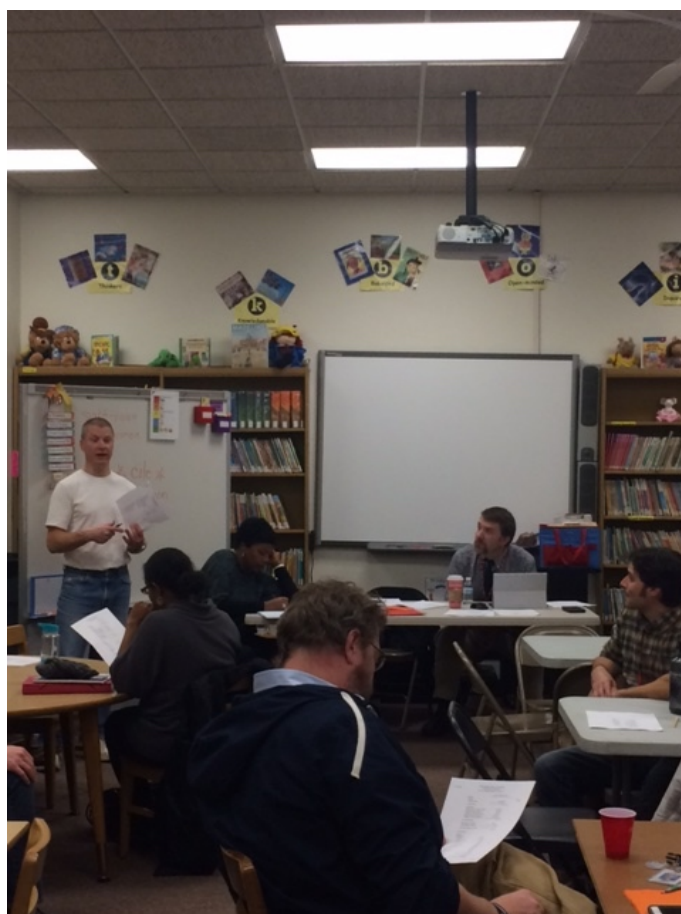
This is not a call for inaction. It is a call for us to re-double our attentiveness and intensify our efforts to secure and maintain the environment at Shaker Heights we value so highly. That means tough discussions, vocal support, organizational presence, and collaborative investment in the days, months, and years to come. We can't afford to stay on the sidelines. The stakes are too high for our students, our community, our country, and our world. Don't be defeated. Look at your students and commit yourself to help better their world and to do whatever it takes to protect their future.

It has been a typically active month. I emailed members on the bond endorsement rationale. I attended the Professional Learning for Instructional Leaders October session. I attended the BOE work session on the bond issue. I helped provide clarification on a supplemental differential. I attended the Cuyahoga County Educator Summit Executive Board meeting. I had my weekly phone conferences with Dr. Gregory Hutchings. I attended the Instructional and Administrative Council strategic plan meeting, as well as the High School Strategic Plan report out. I met with Amy Davis and Dr. Terri Breeden to discuss the Curriculum and Instruction Leadership Council (CILC) initiative. I addressed a personnel issue at Woodbury. I met with Eileen Sweeney, Mike Sears, and Darlene Bushley to work on the third phase of the Supplemental Committee. I consulted with Dr. Hutching and Jonathan Kuehnle on the recent social media issue at the High School, as well as the recent lockdown. I attended the November Professional Learning for Instructional Leaders session as well.

The SHTA Executive Board and Representative Council does not meet in December, so this will be the last newsletter until the new year. Please allow me to wish you a wonderful holiday season and a safe and happy end to 2016. In many ways, it's been a difficult year, but we are fortunate to have lived and worked in a profession and with professionals that we love. Please take time during this season to reflect, re-energize, and reconnect. We will have much more work to do in 2017.

*Respectfully submitted,
John Morris*

**SHTA President John Morris speaks at
the November Representatives meeting @
Boulevard School.**



**SHTA President
John Morris &
SHTA Treasurer
Bill Scanlon at the
November
Representatives
meeting @
Boulevard School.**

Reports from the Executive Board

VICE PRESIDENT'S REPORT

The election season is over. We have a new President Elect. The stress the election caused can be seen across the country and even within our own school walls. Whether you agree with the results or not doesn't matter. What matters is that we look to heal the divide and calm the anxiety that the election has caused. What matters is how we approach those with different views and beliefs and how we model behaviors for our students. There are many learning opportunities to be taken advantage of in the near future.

I would like to thank all of the Association members who have submitted an application for the SHTA Fellowship Grant. To see so many members participating in this opportunity makes me feel proud of how our Association support its members. The random drawing will take place during the SHTA social event on November 21st. Good luck to all who turned in a submission.

Please take time during the "listening tour" to honestly voice any concerns or questions you may have. For the administration to make meaningful decisions they need to be aware of what is truly impacting teachers on a daily basis. Please be mindful that what you say and the information you provide can greatly assist the administration in making informed decisions. Dr. Hutchings needs to hear from the people who work closest with the children of our district.

I have also been working with the Shaker Schools Foundation as the Teacher Liaison for the *Night for the Red and White*. I would like to encourage each of you to make a donation to this year's Silent Auction. The items donated by Shaker staff have been the most sought after of all the auction offerings. Remember, the proceeds go back to our students. Please make your donation by **January 13, 2017**. Again, this year, the staff will be offered a special discounted price of \$95 per ticket. You will receive an invitation in your district mailbox in January with information on purchasing your ticket/s.

I attended the Investments Committee meeting along with other team members to discuss and monitor the Association's General Fund. I look forward to the SHTA social event at Buffalo Wild Wings. I hope to see many of you there on the 21st of November.

I wish you all a happy, safe, and restful Thanksgiving!

Respectfully submitted,
Matthew Zucca

TREASURER'S REPORT

I met with an investment advisor from Key Bank at the beginning of October to discuss possibilities for some of our Key holdings. The Investments Committee (myself, Todd Keitlen, Chante Thomas-Taylor, and Matt Zucca) had two meetings later in October, one with Brady Krebs, our Edward Jones advisor, and one with the investment advisor from Key Bank.

I communicated with our accountants at Edward Hawkins & Co., LLC to finish last fiscal year's (June 2015 - July 2016) tax form filings, and submitted the necessary paperwork for our accountants' compilation of the same fiscal year. The current financial report is attached below.

Respectfully submitted,
Bill Scanlon

**Shaker Heights Teachers' Association
Profit and Loss Standard
July 2016 through June 2017**

11/17/16

	<u>Jul '16 - Jun '17</u>
Income	
Income	
Member Dues	56,910.00
Total Income	56,910.00
Investments	
Edward Jones-Fees & Charges	-2,062.87
Key Investments Income	201.69
Change in Value for Key Investm	560.52
Edward Jones Investment Income	5,680.76
Change in Value in Edward Jones	24,101.48
Total Investments	28,481.58
Other Types of Income	
Miscellaneous Revenue	75.00
Total Other Types of Income	75.00
Total Income	85,466.58
Expense	
Operations	
Accounting	
Banking	120.00
Accounting - Other	237.55
Total Accounting	357.55
Compensation	1,550.15
Conferences & Meetings	1,177.24
Executive Board	131.25
Fellowships & Grants	700.00
Insurance	5,419.00
Legal	1,246.62
Officers' Expenses	107.99
Public Relations	486.00
Publications	84.00
Social	215.56
Total Operations	11,475.36
Total Expense	11,475.36
Net Income	73,991.22

The Class of 2018 is actively raising money for a memorial statue in honor of Robin Snyder. For those who would like to donate, please visit the gofundme site:
<https://www.gofundme.com/2ahbb56s>

Please feel free to pass on this information to others. Donations can be made anonymously.

**Shaker Heights Teachers' Association
Balance Sheet Standard
As of November 16, 2016**

11/17/16

Nov 16, '16

ASSETS

Current Assets

Checking/Savings

Key Investments2

45,656.86

Key Bank (checking)

56,147.02

Total Checking/Savings

101,803.88

Other Current Assets

Edward Jones 13760-1-1

450,911.68

Edward Jones 13768-1-3

593,742.25

Total Other Current Assets

1,044,653.93

Total Current Assets

1,146,457.81

TOTAL ASSETS

1,146,457.81

LIABILITIES & EQUITY

Equity

Opening Balance Equity

53.69

Retained Earnings

1,085,552.90

Net Income

60,851.22

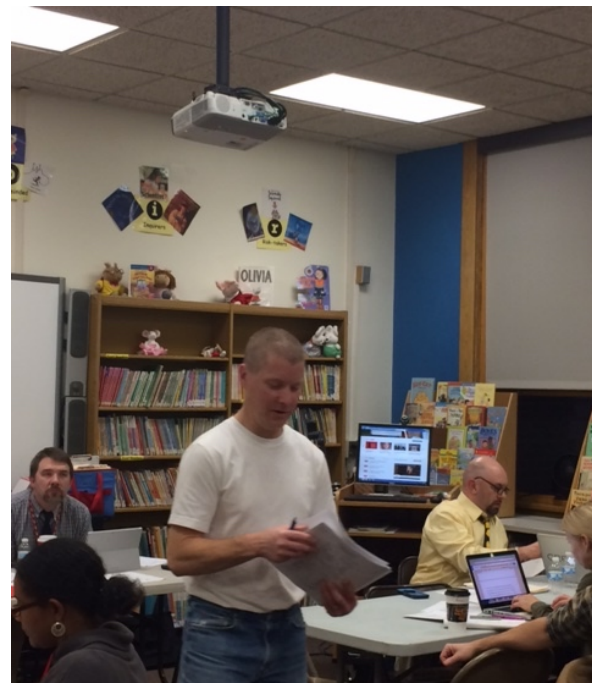
Total Equity

1,146,457.81

TOTAL LIABILITIES & EQUITY

1,146,457.81

**SHTA Treasurer Bill Scanlon at
the November SHTA
Representatives Council
Meeting @ Boulevard School.**



EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

During the past month, I attended meetings for both the insurance and the supplemental committees. I also met with members about both medical and maternity leaves. One of the issues I worked on involved having sick days advanced. The Ohio Revised Code allows a public employer to advance 5 sick days per year to an employee. Our administration continues to do this when members with limited sick days need to be on extended medical or maternity leaves. At the insurance committee meeting, we learned that recent health insurance expenses will cause our premiums to go up on January 16, 2017. A single plan will go up \$3.99 a month and a family plan will increase \$10.51 per month. We will also receive a 2.5 % raise on January 16, 2017. We are nearing the end of Open Enrollment. Be sure to read the e-mails and documents from Human Resources regarding your plans for 2017. Human Resources will soon announce that we have joined Health Advocate, a free service that can help answer all our health care questions. Look for more information on this in your e-mail and mailboxes. The supplemental committee is focusing its attention this year on clubs and activities. If you have experience advising clubs or activities, you may want to help our committee review current supplemental contracts and make recommendations for the future. Please contact me at sears_m@shaker.org if you are interested. We meet again on December 1st from 3:30 to 5:30.

***Respectfully submitted,
Mike Sears, Chairperson***

LEGISLATIVE REPORT

The 2016 general election is in the books. The landscape has changed and we will have to wait and see how the new administration will craft policy that impacts education. Donald Trump won the state by an 8% margin. What is concerning is that Donald Trump has pledged to direct federal funding to privately managed charter schools, to vouchers for religious schools, and to homeschooling. He has no problem with for-profit schools. This will divert public money away from all public schools. Further, the control of the Ohio House of Representative and the Ohio Senate remain in the Republican Party control, which supports charter schools in Ohio.

Trump has indicated he wants to shrink the Education Department, transferring responsibilities for curriculum research, development and education aid to state and local governments. Trump is considering selecting Dr. Ben Carson former neurosurgeon and 2016 presidential candidate or Williamson M. Evers. Mr. Evers is an education expert at the Hoover Institution, a conservative think tank. Hopefully, making changes to the policies at the Education Department is not a high priority in Trump's first year as president. The Every Student Succeeds Act was enacted last year and shifting away from this law would cause great disruption in school districts across the nation. On the brighter side, many, many school levies were passed on Election Day including; Bay Village, Berea, Cleveland, Cleveland Heights, Euclid, Fairview Park, Garfield, Independence, Mayfield, Olmsted Falls, Parma, Strongsville, and Westlake. These local communities support their schools.

This was a contentious election cycle, which has been divisive to our country. Maybe the best way forward is best captured by Abraham Lincoln on his second inaugural speech when he said, "With malice toward none, with charity for all, with firmness in the right as God gives us to see the right, let us strive on to finish the work we are in, to bind up the nation's wounds."

The process for developing education policy in Ohio has changed over the past several decades. Historically, the Ohio Department of Education (ODE) officials encouraged local education leaders to participate in policy discussions during State Board of Education meetings and legislative sessions. Now, the ODE does not encourage local school leaders to frequent the Statehouse nor seek their input. Since the early 1990s, governors and legislatures across the country have depended more heavily on edicts from Washington, American Legislative Exchange Council (ALEC), anti-public education think tanks and major foundations such as Gates and the Walton family for advice and direction in education policy development. The 613 Boards of Education in Ohio want more input on the education policies. There was a grassroots-driven Superintendents' Rally at the Ohio Statehouse on November 15th. This is an encouraging signal that local school leaders are becoming engaged in the formulation of education policy. For more information on this issue, read the following article found on the Public Education Partners website:

<https://publiceducationpartners.org/2016/11/07/importance-local-school-leaders-standing-together-education-policy-issues/>

Over the past month, I have attended the November Executive Council meeting and the Supplemental Committee meeting with John Morris and Mike Sears. The Supplemental Committee will be in negotiations regarding unit pay as defined in the contract side letter. The focus will be restructuring the compensation of clubs, activities and one-time/limited tasks.

Respectfully submitted,
Eileen Sweeney, Chairperson

PUBLIC RELATIONS

The public relations committee has submitted a new ad for *Shaker Life* Magazine and sent along the contract to *Shaker Life* for the remainder of the year. SHTA will continue our annual advertisement in the Shaker Heights High School Year book, *The Gristmill*. Long sleeve SHTA T-shirts are still available in a variety of sizes. Please send an email to Bognar_r@shaker.org to purchase one. Long sleeve shirts are \$20.00.

Respectfully submitted,
Bob Bognar, Chairperson

EVALUATION COMMITTEE

Evaluation conferences and observations continue across the district. All evaluation information and forms are available on shaker.org for you to access. Some important reminders about the evaluation process are as follows:

- All pre and post observation conferences and observations must be scheduled ***at mutually agreed upon dates and times.***
- Teachers are encouraged to submit additional evidence to their evaluators to be included in their evaluations. Teachers should upload these pieces of evidence directly into eTPES. Be sure to tag each piece with a title and date.
- Evaluators should only record evidence ***they have directly observed*** or discussed with the evaluatee, along with evidence submitted by the evaluatee. **Third party observations, opinions, and reports should not be included on the Performance Rubric.**
- The evaluation process should always be conducted with the goal of professional learning and development, rather than in any kind of punitive or “gotcha” style.

The Evaluation Committee will be meeting early in the New Year to review protocols for retire/rehire teachers, to discuss applicability of the current Performance Rubric to support teacher evaluations, and to work

on a supplement to the rubric. Please feel free to forward additional suggestions or concerns to a committee member so that we can include them in our next meeting.

Respectfully submitted,
Lena Paskewitz, Chairperson

PAST PRESIDENT'S REPORT

Since the last Newsletter I attended several meetings. First, the Insurance Committee. In 2017, the premium share will increase, although the increase will be less than in 2016. The district is making a focused effort to control insurance costs. One new tool is the Health Advocate program, which provides information and assistance in dealing with insurance-related issues. You will receive more information about this program and I encourage you to use it. As one of the health consultants at the meeting stated "Keeping costs under control allows us to offer generous benefits." The election results may change the mandates of the Affordable Care Act. The Association will continue to monitor any changes.

Next, I attended the Finance and Audit meeting. The committee discussed the proposed Bond Issue, specifically the location of a new middle school. One consideration that was presented was how the location of the school would impact Warrensville Rd. Two of the proposals would result in Warrensville Rd. becoming a school zone. A fourth proposal has been developed for the location of the new middle school, which would alleviate this situation. Additional discussion focused on the community access to the proposed new school and the variety of programs and initiatives that could be developed. There were also concerns about negative reactions from the community to the proposed new construction.

At the November meeting of the Board of Education, the focus was again on the Bond Issue; however, this meeting looked at the capital projects that would be completed separate from new construction—work on heating, cooling, roofing, windows, classroom furniture, etc. The Board also welcomed the new director of the Shaker Schools Foundation.

Finally, as we approach the holidays, I wish all of you a restful time with family and friends. It is my pleasure to continue to assist the Association. I look forward to seeing you in the New Year.

Respectfully submitted,
Becky Thomas, Chairperson

POLICY COMMITTEE

Over the past year our Association has grown in size, in large part due to the addition of the district's support teachers. With this growth in membership comes an increase in our financial security. The Association's activities, which include but are not limited to, our meetings, our investments, legal counsel, and perhaps most importantly negotiation, are all funded by dues paid by our membership. This aspect of our finances is covered by By-Law VII of our Constitution:

BY-LAW VII FINANCES

A. Dues

1. A change in the amount of dues shall be presented to the membership for its approval.
2. Dues will be collected through payroll deductions or by check. Members who select payroll deduction shall have ten (10) equal deductions starting with the first pay in October of the current school year. Members who choose to pay by check must do so in full, prior to October 1st of the current school year. Payroll deduction shall automatically continue from year to year unless the member notifies the Association and payroll office in writing, prior to October 1st of the current

school year, that he or she wishes to stop payroll deductions.

3. Any member employed by the Shaker Heights City Schools after January 1st of the current school year, may join the Association and his or her dues will be one-half (50%) of the current dues assessment for that year. Any member employed after the start of the current school year, but prior to January 1st, may join the Association at the current dues assessment (100%).

4. Association dues are not prorated by contract status, nor are any portion of the dues refundable.

Respectfully submitted,
Tim Kalan, Chairperson

SOCIAL COMMITTEE

As we enter this holiday season there will be many times to celebrate and express your thankfulness for others. Kick off your celebrations with your wonderful colleagues!

We are looking forward to seeing you at the Annual Autumn Happy Hour!!! On Monday, November 21st we will be meeting at Buffalo Wild Wings at Harvard Park (26200 Harvard Road) in Warrensville at 4:00 p.m. (Monday, November 21 and Tuesday, November 22 are Professional Development days.). Wear your SHTA shirt!

We will have a Holiday Happy Hour/Party at Tavern Company at 2299 Lee Road in Cleveland Heights on December 16, 2016. Please join us at 4 p.m. (they are opening early for us!). We will have an Ugly Sweater Contest and you are encouraged to be as creative as possible. As always, there will be prizes! If this isn't your thing, show your SHTA pride by wearing your SHTA shirt. This is the last day of school before Winter Break so please come ready to have fun and celebrate!

Please email me with questions (boyer_s@shaker.org).

Respectfully submitted,
Selena Boyer, Chairperson

TEACHER EDUCATION COMMITTEE

Please remember that my role with SHTA is not only to assist new teachers and mentors. I am also available to any teachers who are not on a continuing contract. If there are questions or concerns I can be reached through my district email (hardiman_l@shaker.org) or by phone at Mercer (216-295-4867).

Please remember that the Tuition Reimbursement applications are due **December 1st**.

Respectfully submitted,
Lisa Hardiman, Chairperson

MEMBERSHIP/ELECTIONS COMMITTEE

This month I have been working very diligently with payroll to make sure payroll deductions are taking place for the members who have elected to use this method for dues. I have been in touch with the members who pay by check and at this time all of the dues have been collected.

The support teachers' deductions started November 1st and will continue for ten pays. Next year all deductions should begin on October 1st and hopefully anyone planning to pay by check will submit their checks to my attention before October 1st.

If you have any concerns regarding SHTA dues and payroll, feel free to reach out to your representative but copy me so that I can help address your concern promptly.

Our Association has a total of 474 members. Here is the breakdown by building:

Building Members

Boulevard 32
Fernway 30
Lomond 38
Mercer 34
Onaway 34
Woodbury 77
Middle School 76
High School 151
District1
Hathaway Brown 1

*Respectfully submitted,
Chante Thomas-Taylor, Chairperson*

SHTA-ST COMMITTEE

Support teachers are concerned that the evaluation process that they go through is the same one used for classroom teachers. Should they be modified to better reflect the work of Support Teachers? There was some discussion of a support teacher joining the evaluation committee to help to develop an evaluation process that is more directly aligned to how support teachers instruct.

*Respectfully submitted,
Latina Pope, Chairperson*

The SHTA is on   us @

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

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

November 14, 2016, Boulevard School

SHTA President, John Morris started the November 14th Rep. Council Meeting at 4:34PM.

Neal Robinson, Principal of Boulevard Elementary School welcomed SHTA membership to Boulevard. He stated that it was now time to head into the season of appreciation and thank you for all that you do for our children.

MINUTES from the October 10, 2016 Rep. Council meeting were approved. A motion to approve the minutes was made by Tim Kalan and the motion was seconded by James Schmidt.

Administration Report

Dr. Gregory Hutchings was present for the Rep. Council Meeting

- Today was a very trying day...
 - There were three bomb threats made against Shaker Heights High School, a lockdown was initiated.
 - An early dismissal was used to get our children out of the building so authorities could sweep the building. The sweep took 2 to 3 hours to complete.
 - Students were asked to leave their backpacks and exit the building.
 - Information will be posted on the district website.
 - It is time to begin to have conversations about how to move forward.
 - How are we going to deal with the race conversation?
 - How are we going to deal with race in Shaker?
 - How will we be able to talk about race in a civil manner?
 - We need to have someone to facilitate a conversation about race and it is something that needs to happen.

P.T.O. Report – Mr. Mark Levin was present to give the P.T.O. report.

- The P.T.O. is trying to stay neutral with the results of the election.
- The P.T.O. will provide links to counseling services to help deal with the events of this week.

Officer's Report

President, John Morris

- Attended Instructional and Administrative Council Professional Development
- Emailed members on bond endorsement rationale
- Attended BOE work session on bond issue
- Provided clarification on supplemental differential
- Attended Cuyahoga County Educator Summit Executive Board meeting
- Weekly phone conference with Dr. Hutchings
- Instructional and Administrative Council strategic plan meeting
- Attended HS Strategic plan meeting
- Addressed personnel issue at Woodbury
- Worked with 3rd leg of Supplemental Committee with Eileen Sweeney, Mike Sears, and Darlene Bushley
- Met with Amy Davis and Dr. Terri Breeden on CILC Committee
- Conferenced with Dr. Hutchings and Jonathan Kuehnle concerning Social Media issue and bomb threat

Vice President, Matt Zucca

- SHTA Fellowship Grant - extend submission date to this Friday, November 18th
- Drawing will be held at Autumn Happy Hour on November 21st at BW3
- Attended a Listening Tour
 - Please make sure to take this opportunity to present questions and concerns directly to Dr. Hutchings when you attend your listening tour.
- Attended the Investment Committee meeting led by Bill to discuss funds
- PTO Council, will attend meeting on November 28th

Secretary, Darlene Garrison

- Any reports you want listed in notes/newsletter must be heard at Rep. Council meeting. If not heard at that time, the information will be heard at the following meeting and listed in the newsletter the following month.
- Please be sure to sign the attendance sheet.
- If you have extended reports please email the reports to be included in the notes. The reports are needed before Wednesday at midnight.

Treasurer, Bill Scanlon

- Passed out and discussed latest financial report.
- Attended Investment Committee Meeting with Chante Thomas-Taylor, Todd Keitlen, Matt Zucca.
- In touch with accountants, getting last year's books in order.
 - Working with committee on our Key Bank Investments- working on where we want to go with investments.

Executive Board Reports

Past President, Becky Thomas

- Attended Insurance Committee meeting.
 - Insurance premium will increase in January. The 12% will increase by 7½%.
- Attended Finance and Audit meeting.
 - Discussion mainly focused on facilities. Down to two proposals
- New Director for Shaker Schools Foundation.

Teacher Education, Lisa Hardiman

- Assisted a member with making sure that his dues are being deducted from his paycheck.

Legal Aid, Cathy Grieshop

- No Report

Policy, Tim Kalan

- Participated in Instructional Rounds.

Public Relations, Bob Bognar

- Worked on ad for *Shaker Life* Magazine.
- Yearbook advertisement has been taken care of.
- Will bring long-sleeve shirts to the next Rep. Council Meeting. We are out of short-sleeve shirts.

Legislative, Eileen Sweeney

- The Federal & State of Ohio House and Senate controlled by Republicans.
- Right to Work is not on the agenda in January.
- Trying to shrink the size of the Education Department and turn over more control to the State.
- Rally is on Tuesday, November 15 in Columbus, Ohio.

Publications, Andrew Glasier

- Wednesday at midnight all submissions are due for the newsletter.
- Updating Facebook and Twitter page.
- Chuck Kelly won the grand prize for best Halloween costume.
- Worked on evaluations
- Dealt with issues concerning retire and rehire-members being observed 3 times. It is correct because they are on a limited contract.
- Worked with IC members on their evaluations.
- Will be working with counselors on their evaluation process soon.
- Evaluation meeting will be scheduled in January with Darlene Bushley.
- From Becky Thomas: "Thank you for posting the editorial from Chris Cotton"

Social, Selena Boyer

- The Autumn Happy Hour is scheduled for Monday, November 21st at 4:15PM. The venue for the event is Buffalo Wild Wings on Harvard and Richmond. Please encourage members to attend this event.
- Holiday Happy Hour is scheduled for Friday, December 16th at 4:00PM. The venue for this event is Tavern Company, 2299 Lee Road, Cleveland Heights.

Membership/Elections, Chante Thomas-Taylor

- Updated rosters were passed out to Head Building Reps., which included SHTA Members and SHTA ST Members.
 - Collected checks from some members
 - There are 474 total Members
 - 9 SHTA Support Teachers still have not joined the union

Professional Rights and Responsibilities, Mike Sears

- Attended Insurance Committee Meeting on October 17th.
- Insurance plans for single and family will go up in January.
- District is looking at program where employees will have access to a Health Advocate. Members will receive a card with a number to call for Health advice.
- Darlene Bushley clarified that the school district will advance up to 5 sick days a year. No more than 5 days.
- Worked with Supplemental Committee on activities and clubs.
- Contact Mike Sears about maternity leave and sick leave.
- Thank you HR and administration for providing the 1:45-3:45 to work on Public School Works Training.

Evaluation, Lena Paskewitz

- See Andrew Glasier's Report

Support Teachers, Latina Pope

- Working with concerned members about their evaluation process.
- A committee should be created to form the evaluation for Support Teachers.

Building Representative Reports

Boulevard, Angela Anderson

- No Report

Fernway, Andee Hassell

- No Report

Lomond, Donita Townsend

- Have been addressing issues concerning the more and more we are required to do.

Mercer, Nicole Smith

- Members were paid for their Summer Writing work. A few are waiting for payment from another activity.
- Cathy Richards is now in recovery and things are looking up. We are so happy for her.
- The MD unit, now receiving contract time for lunch and planning.
- AIR Testing training taking place in other K-4 buildings but some Mercer teachers did have the opportunity to take part in training. Received the information too late.
- Big frustration with communication.

Onaway, Paula Klausner

- The Early Intervention Pre-School was awarded the 5-Star award by the State. Congratulations!!!!

Woodbury, Lee Appel

- Communication with administration is an ongoing problem.

Middle School, Kathy Manning

- Working with teachers leaving early without signing out.
- Working on an improved plan for the Alternative to Suspension Program.
- Still working on SLOs and Walk-throughs.

High School, James Schmidt

- We have clarification with the parking issues at the High School
- The issue with “start time” and “end time” has been resolved.
- George Clark provided us with high praise about the lockdown that was initiated today, November 14th.

Support Teachers, Bonnie Gordon

- Dealing with some nervousness about the OTES Evaluation Process.
- Administration is relying on input from Dept. Heads on Evaluations. Dept. Head is not the evaluator, the administrator is. Clarification needed about this issue.

Old Business

- None

New Business

- None

Good of the Order

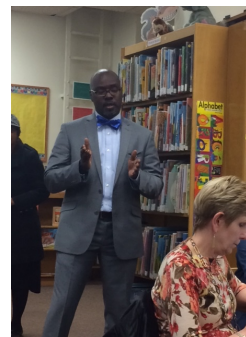
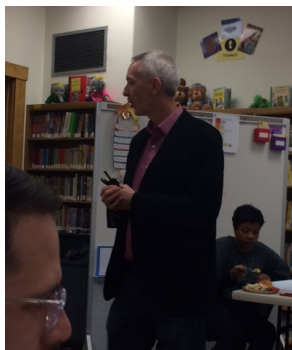
- Thank you Angela Anderson for hosting the Rep. Council Meeting and providing such a delicious meal.

Motion to adjourn meeting made by James Schmidt, seconded by Bob Bognar.

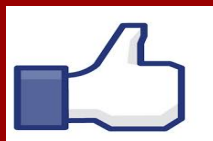
Meeting adjourned at 6:08PM

*Respectfully submitted,
Darlene Garrison, Secretary*

**The November
Representatives Council
Meeting @ Boulevard
School. Thank you
Representative Angela
Anderson for hosting.**



The SHTA is on



us @

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

More Just Means More

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.

New RESPONSIBILITIES for teachers in Shaker Heights City Schools during the last 5 years

Earlier this month, I put out a request for input about the expanding responsibilities for teachers. The response was remarkable. In just a few weeks, I received over two pages of tasks that we are now doing that we did not have to do five years ago. All schools were represented. Some assignments overlapped the district, some were grade level specific and some school specific. Some were state mandated, some were district interpretations of state mandates, and many were district mandates. Some helped teachers better instruct their students but many were bureaucratic in nature.

Now, of course, paperwork and documentation has always been a part of our job; however, are **all** of these requirements **essential**? *Do they improve our interactions with our students?* Remember, each of these added obligations takes time away from work we could be doing with students and their families. In business, there would be a cost/benefit analysis. What do you think? Let's add to this list and then, in January, let's prioritize the tasks that are most beneficial. By doing so, I hope we can begin a dialogue about the items that are unproductive and even wasteful. We are paid for our expertise as educators. Let's make sure our skills are being used effectively.

THE LIST

Student Learning Objectives (SLO) for single subject teachers, drafting the document and amending it, as needed; creating/grading pre- and post-tests, analysis

Specials teachers provide coverage for classroom teacher's Common Planning Time

Level Literacy Instruction (LLI)

Peer Assisted Learning Strategies (PALS)

SMART goals

common assessments

International Baccalaureate

EnVision

FUNdations

Daily 5

CAFE

Waterford

Compass Learning

Bucket Filler & Energy Bus

Student Organized Learning Environment (SOLE)
Reading Improvement Plans (RIMPs)
Positive Behavioral Interventions and Supports (PBIS) referrals
Teacher created common assessments
Ohio Teacher Evaluation System (OTES)
Weekly Teacher Based Teams (TBT)
Common Planning Time (CPT)
Response to Intervention (RtI)
action plan committees
Quarterly Chats
Public Works (increase in amount)
Kindergarten Readiness Assessment
ManageBac
Submitting MYP Units to ManageBac
Teachers managing info in ManageBac
self study
CCSS embedded in planners
letter to parents regarding CCSS
Daily detailed lesson plans
A changed schedule took us from two planning periods to one
Went from 40- to 50-minute periods (10 minutes x 5 classes = 50 minutes of additional teaching per day)
Days for records/closing down the semester and/or school year have now mostly become PD days
Department chairs used to be given one conference period per week for duties, that has now been taken away
Shortened amount of time given for preparation of report cards causes hours of work at home
After School Conference Log turned in monthly
Writing MYP Units
Realigning Curriculum to meet state standards
EOC Test prep
TBT Short Cycle Assessment Data analysis
Allowing student test retakes and late submission of work
Attending an ever increasing amount of professional learning experiences
Evening Conferences
Strategic Plan and Strategic Action Plan work
Leading Advisory meetings

Serving as Personal Project mentors

Language and Literature teachers' class loads changed from 4 classes to 5 classes

Posting MYP frameworks/objectives in classroom

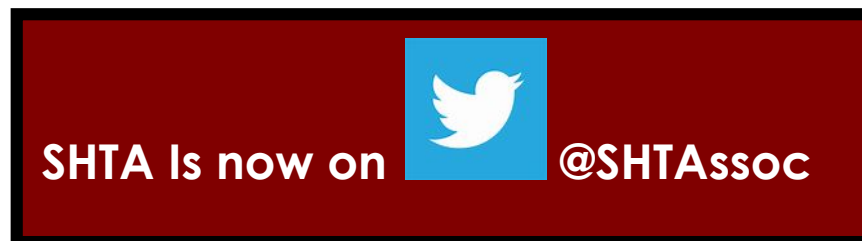
Revising rubrics to include MYP criteria and framework

Data Collection for student growth measures (SLOs)

All departments coordinated submission of classroom management plans

WHAT ARE THE CONSEQUENCES OF ALL THIS?

AG (WITH MUCH HELP FROM DR. BECKY THOMAS)



Mix and mingle with all of your SHTA friends at

Buffalo Wild Wings!



Harvard Park

26200 Harvard Road, Warrensville

Monday, November 21, 2016

4:00 p.m.

(PROFESSIONAL DEVELOPMENT DAYS ON
MONDAY, 11/21 AND TUESDAY, 11/22)

SHTA HOLIDAY HAPPY HOUR



**PLEASE PARTICIPATE IN OUR
UGLY SWEATER CONTEST
OR WEAR YOUR SHTA SHIRT!**

December 16, 2016 at 4 p.m.

Tavern Company

2299 LeeRd., Cleveland Heights
(former Brennan's Colony space)



Shaker Schools Foundation News for SHTA

A Little History

The Shaker Schools Foundation celebrates its 35th birthday on November 18! 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.

Donors' Gifts at Work

The school year is still young, but the Shaker Schools Foundation has already been at work, supporting teaching and learning.

With funds from the second annual Baseball Golf Outing, equipment is being purchased to benefit the High School's baseball teams, women's softball team, and Shaker Youth Baseball. In addition, the Foundation continues to support Dinner and Discovery, which provides extra help for Kindergarten students to work on literacy skills with their families. We purchased balance balls for use by Mercer OT students, and we are funding a new planetarium program that will work with the IB curriculum for all District first graders. Finally, we co-presented a program for the IB Diploma students, AP history students, and larger community. Titled *Of Civil Wrongs and Rights*, it focused on the internment of Japanese Americans during World War II, and raised important questions about what it means to be an American citizen.



Dinner and Discovery



Karen Korematsu, Of Civil Wrongs and Rights

You Can Help

The Foundation thanks faculty members who have donated through the Charity Choice campaign. Please respond to this year's Charity Choice email, and/or make a tax-deductible gift at any time by sending us a check or visiting shaker.org/foundation.aspx. Thank you!