

IMPORTANT DATES

Thursday, May 19: District Recognition Reception @ SHHS Upper Cafeteria. 3:45pm.

Monday, May 30: Memorial Day, Schools closed.

Friday, June 3: Close of School/Clerical Day.

SHTA *news*

May 18, 2016

ISSUE NO. 8

Message From the President

One of my favorite things about being SHTA President is being able to give members, both present and past, Our Service Awards. These two awards, one for SHTA Service and the other for Lifetime Service, are significant representations of these members' commitment to Our Association and its membership. It is with great pleasure that I present Our Service Award to Darlene Garrison and Eileen Sweeney, and Our Lifetime Service Award to Donna Brittain.

Service Award Winner Darlene E. Garrison is Our Secretary and a sixth grade teacher at Woodbury School where she teaches mathematics and science. She joined the Shaker Heights City Schools in 1994. Ms. Garrison is also a product of the Shaker City School District. Darlene has held leadership roles for the Association for many years. Prior to serving as the Secretary of SHTA, she was the Social Committee Chairperson, a member of the negotiating team and building representative for Woodbury. Darlene's first leadership role in SHTA was back in 1998-1999, when she was asked to represent SHTA on the pilot and creation of the Local Professional Development Committee (LPDC). She was the first chairperson of this committee and actually wrote the first mission statement describing purpose of the LPDC. Darlene lives in Shaker Heights and her three children are in the Shaker Heights City Schools.

Service Award Winner Eileen Sweeney was hired by Shaker Heights City Schools in 2001. Since then, it has been Eileen's "privilege to work alongside some of the most incredibly talented, committed educators in the State of Ohio". This year she will be accepting her 15-year pin. Eileen is an intervention specialist working at Woodbury School. She has been a member of the SHTA for all 15 years. Her commitment to collective bargaining rights has been life long. Eileen worked in the Lakewood City School and served as a building representative as a member of the Ohio Education Association. She helped create the Political Action Committee of the SHTA in response to Senate Bill 5, legislation attempting to strip collective bargaining rights. She was proud to help defeat this legislation with other unions across Ohio. Eileen currently serves as the SHTA PAC Chairperson, and Legislative Chairperson of the Executive Council for the SHTA. She has also served on the Collective Bargaining Negotiations Team in 2014 and currently is serving as the Co-Chairperson on the Supplemental Negotiations Committee. Eileen is the proud mother of 19-year-old triplets, all of whom are attending The Ohio State University. Her husband, Greg Orosz was a 28-year member of the SHTA. He taught at Woodbury School and retired in 2015.

Lifetime Award Winner Donna Brittain's mother was a teacher. When Donna became a teacher, she was encouraged by her mother (and others) to become active in the teachers' association. So, early in her career at Moreland Elementary School, Donna served the SHTA as a building representative. She later served as a building representative for Mercer Elementary and then on the Executive Board as chairperson of

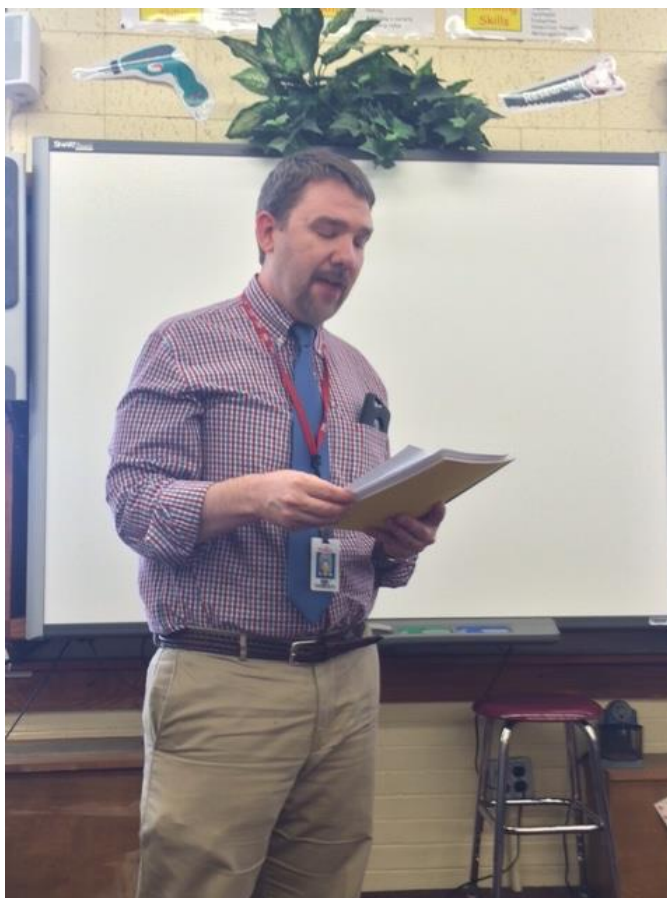
the Legal Aid Committee and then the Policy Committee. As the Policy Committee chair, she organized a revision of the Constitution and By-Laws. Finally, Donna was elected to the office of Secretary, where she served for more than ten years until her retirement in 2009. Donna knows that the strength of the SHTA comes from the commitment and service of its members. Not only did she serve the Association throughout her 35 years in the Shaker Heights schools, she also mentored other teachers, including our current Vice President, Matt Zucca. Matt was Donna's student teacher and he was elected Secretary after Donna retired. And Donna continues to serve the Shaker Heights schools. She is the president of the Senior Shakerites, the organization of retired Shaker employees that meets twice a year for programs and collegiality. It is a pleasure to give the 2016 SHTA Lifetime Service Award to Donna Brittain.

I look forward to giving out these awards at Our District Recognition Reception on Thursday, May 19th at 3:45 p.m. in the Upper Cafeteria of the High School. Our Social Chairperson, Selena Brown, puts in an incredible amount of work making this a beautiful reception with great food and outstanding company. Years of service and tenure awards are also honored by the School Board. The Shaker Heights PTO is an instrumental partner in making this reception possible. Please come and celebrate your colleagues past and present as we celebrate their career milestones.

As far as this month's report, please refer to Our Meeting Notes for a full description of this month's activities. It's been a busy month, as per usual. It's also been a milestone year, especially with the establishment of our SHTA Support Teachers bargaining unit and contract. I hope that all of you will find time this summer to refresh and re-energize before classes begin in the fall. I know that we all continue to refine and reflect our courses as the summer commences. However, it is just as vital to reconnect with our loved ones and make sure we re-balance our lives to make sure we remain healthy and prepared to continue our direct work with students in the new school year. I would like to wish all of you the very best and look forward to our work together in the future.

Respectfully submitted,
John Morris

**SHTA President Dr. John Morris
speaks at the May Representative
Council meeting @ Onaway
School.**



Reports from the Executive Board

VICE PRESIDENT'S REPORT

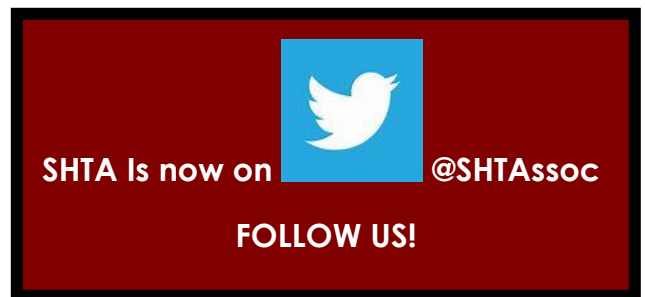
It has been an honor and a privilege to serve the SHTA as Vice President. This year has brought many new challenges to Shaker Heights teachers and the Association. As Vice President I have represented the SHTA at PTO Council with this year's co-presidents Candith McMillan and Missy Sherwin. I would like to welcome incoming 2016-17 co-presidents Mark Levin and Heather Weingart. They will join us at the monthly SHTA Representative Council meetings the next school year.

I have worked this school year, as in years past, on the Investments Committee with Todd Keitlin, Chante Thomas-Taylor, and Investment Committee Chair Bill Scanlon. It is the responsibility of this committee to oversee and realign our investments (general fund) with Edward Jones Investments. I assisted in monitoring and adjust the funds with the other Committee members. We continue to enjoy a steady growth of our conservatively invested funds.

I served as the Teacher Liaison for the staff in assisting with *The Night for the Red and White*. *The Night for the Red and White* was again a huge success this year. Much of the success of this event is due to the efforts of our staff. Again I thank you for supporting this event.

Another duty I have is administering The Shaker Heights Teachers' Association Fellowship Grants. Again I would like to congratulate 2015 – 2016 winners:

Brenda	Kline	Boulevard
Cathleen	Grieshop	Boulevard
Jennifer	Goulden	Boulevard
Stacey	Krantz	Boulevard
Leanne	Moses	Boulevard/Fernway
Christine	Cachat	Fernway
Ellen	Battle	Fernway
Jean	Reinhold	Fernway
Megan	Konopinski	Fernway
Victoria	Goldfarb	Fernway
Wendy	McGuffin-Cawley	Fernway
Peg	Rimedio	Fernway
Elisabeth	Bates	Lomond
Stephen	Smith	Lomond
Tanutda	Devine	Lomond
Jocelyn	Dietz	Lomond/Fernway
Abbey	Amar	Mercer
Lisa	Hardiman	Mercer
Rachel	Luther	Mercer/Boulevard
Bonnie	Hoynacke	Onaway
Denise	Brown	Onaway
Marcia	Denton	Onaway
Penny	Weiss-Flynn	Onaway



Aisha	Mason	Woodbury
Amy	Santos	Woodbury
Cheri	Shapero	Woodbury
Katherine	Brewster	Woodbury
Lee	Appel	Woodbury
Nicole	Litterst	Woodbury
Ellen	Roberts	Middle School
Kathryn	Manning	Middle School
Aimee	Grey	High School
Andrew	Glasier	High School
Christine	McBurney	High School
Eileen	Willis	High School
Halle	Bauer	High School
Mary	Bourisseau	High School
Sagar	Patel	High School
Valerie	Doersen	High School
William	Scanlon	High School



SHTA Vice President Matt Zucca speaks at the May Representative Council meeting @ Onaway School.

Payments will not be made over the summer break. Reimbursements will resume in the fall.

Finally, I would like to thank John Morris again for his excellent leadership of our Association. His tireless efforts, day in and day out, keep our Association strong. He continues to negotiate and advocate behind the scenes with such composure, confidence, and professionalism. We are truly lucky to have him as our President. I also want to thank the Officers, the Executive Board, the Building Representatives and all the Association members. I wish all of you a restful summer. The fall will present us with many challenges, but we will be ready.

*Respectfully submitted,
Matthew Zucca*

**SHTA 2016 Service Award
Winner Eileen Sweeney is
Our Legislative Committee
Chairperson and a
intervention specialist
teacher at Woodbury**



SECRETARY'S REPORT

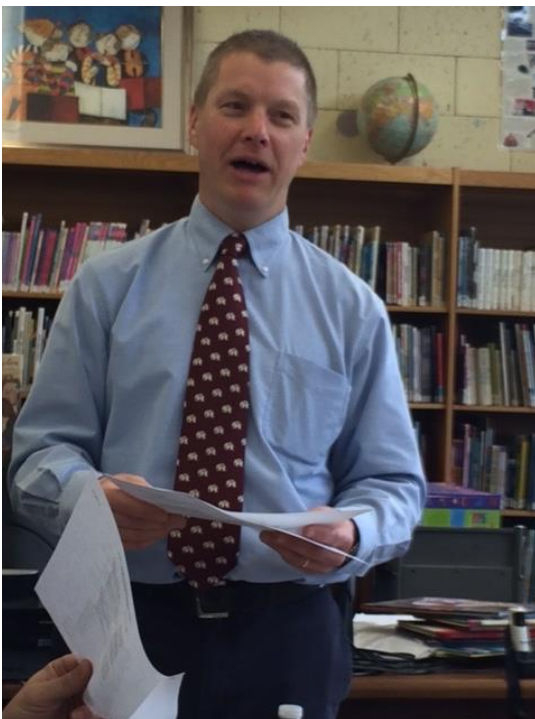
It's hard to believe that this school year is almost over. I have enjoyed taking notes during Executive Board Meetings and Representatives Council Meetings. This year, I was asked to be a part of the Professional Learning for Instructional Leaders Committee. This committee allowed for collaboration, discussion and strategic planning among administrators, instructional coaches and teachers. I also had an opportunity to attend several meetings for the district's Master Facilities Planning Committee.

The Night for the Red & White was a success and SHTA was able to raise over \$500 from our annual raffle ticket drawing. Two teachers from Shaker Heights High School and one teacher from Woodbury Elementary School won two tickets to the event held at The Tudor Arms Hotel.

The 2015-2016 school year is coming to an end and I would like to wish everyone a restful and enjoyable summer vacation. See you next school year.

*Respectfully submitted,
Darlene Garrison*

**SHTA 2016 Service Award
Winner Darlene E.
Garrison is Our Secretary
and a sixth grade teacher
at Woodbury School.**



**SHTA Treasurer Bill
Scanlon at the May
Representative Council
meeting @ Onaway
School.**

TREASURER'S REPORT

Before the May Executive Board meeting I prepared a budget for the 2015-16 fiscal year. I presented that to the Executive Board. The Executive Board approved the budget for presentation to the Representative Council the following week. The Representative Council discussed the budget at the May 9th meeting and voted to have the budget reflect a 3% increase to the salaries of the six salaried Association employees. The Council voted to increase the per meeting remuneration by 4% as well. The budget was then approved for placing on the May 16th ballot.

Some of the activities I performed while fulfilling my duties as Treasurer this year are listed below:

- I attended every Executive Board Meeting and every Representative Council Meeting throughout the year.
- I maintained our insurance through Musgrave Insurance.
- I met with the Investment Committee and Brady Krebs, our Edward Jones advisor, twice this year, once in the fall and once in the spring to evaluate our Edward Jones investments and make changes that were deemed necessary.
- I met with representatives from Key Bank to monitor our investments of Association funds.
- I met with our accountants at Edward Hawkins & Co. at various times throughout the year to submit our books compilation process and to complete the paperwork for our Form 990 tax filing.
- I attended several Master Planning Meetings (discussing the possible facilities changes) throughout the year.
- I met with Brady Krebs (our Edward Jones advisor), Dollye Finney, John Morris, and Bryan Christman to discuss TSA opportunities for our members.
- I communicated with the Shaker Heights Board Office to pay the salaries of our six paid Officers and Committee Heads along with the relevant STRS and Medicare payments.
- I paid the members of the SHTA-ST Negotiations Team a salary for their work negotiating their brand new contract.
- I paid the SHTA Representatives their compensation for attending the meetings throughout the year.
- I prepared the 2015-16 fiscal year budget for approval by the Representative Council at the May Association meeting.
- I paid bills throughout the year and balanced the checkbook, reimbursing any Association expenses incurred by our members.
- I kept accurate record of our finances throughout the year, maintaining a paper record of every transaction.
- I met with and discussed Association business with the other Officers and Executive Board members throughout the year when needed.

Reflecting back on this year, the SHTA event that stands out the most is the inclusion of the Support Teachers into the Association. Their lack of representation, and lack of negotiating power, has been a thorn in our district's side for too long. I applaud everyone (including the administration) who worked so hard this past year to get the contract ratified.

The current financial report is included.

Thank you for the opportunity to serve you and the Association as a whole.
Enjoy your summer.

Respectfully Yours
Bill Scanlon

Shaker Heights Teachers' Association

Balance Sheet Standard

05/14/16

As of May 11, 2016

May 11, '16

ASSETS

Current Assets

Checking/Savings

Key Bank (checking)

47,553.65

Key Investments2

44,572.94

Total Checking/Savings

92,126.59

Other Current Assets

Edward Jones 13760-1-1

447,287.11

Edward Jones 13768-1-3

577,583.71

Total Other Current Assets

1,024,870.82

Total Current Assets

1,116,997.41

TOTAL ASSETS

1,116,997.41

LIABILITIES & EQUITY

Equity

Opening Balance Equity

53.69

Retained Earnings

1,094,111.61

Net Income

22,832.11

Total Equity

1,116,997.41

TOTAL LIABILITIES & EQUITY

1,116,997.41

Shaker Heights Teachers' Association
Profit and Loss Standard
July 1, 2015 through May 11, 2016

05/14/16

	<u>Jul 1, '15 - May 11, '16</u>
Income	
Income	
Member Dues	135,240.00
Total Income	<u>135,240.00</u>
Investments	
Change in Value for Key Investment	-1,644.30
Edward Jones Investment Income	44,745.65
Change in Value in Edward Jones	-48,211.19
Edward Jones-Fees & Charges	-4,913.97
Key Investments Income	716.97
Total Investments	<u>-9,306.84</u>
Other Types of Income	
Miscellaneous Revenue	1,001.00
Total Other Types of Income	<u>1,001.00</u>
Total Income	<u>126,934.16</u>
Expense	
Operations	
Accounting	
Banking	-45.00
Accounting - Other	5,100.00
Total Accounting	<u>5,055.00</u>
Compensation	28,781.45
Conferences & Meetings	3,129.78
Executive Board	1,885.69
Fellowships & Grants	1,541.83
Insurance	5,909.00
Legal	7,507.70
Negotiations	36,487.42
Officers' Expenses	344.00
Payroll Taxes	365.07
Public Relations	8,222.42
Publications	892.32
Social	455.59
STRS (TPO Contribution)	3,524.78
Total Operations	<u>104,102.05</u>
Total Expense	<u>104,102.05</u>
Net Income	<u>22,832.11</u>

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

Early in my teaching career in Shaker Heights, one of the administrative assistants from human resources told me, “All school districts have problems. The difference here is that we actually try to solve the problems.” As I reflect on the past year, this conversation came back to me because our district has been trying to solve a lot of problems recently. Beginning with the July 1 meeting about concerns of high school teachers, and continuing with recent meetings about the next bond issue there is a renewed commitment to collaboration and shared leadership across the district. In many cases, teachers are providing the solutions. For me, this is a proud moment to be a member of the Shaker Heights Teachers’ Association, and I feel honored to serve the Association during this exciting time of change and continuous improvement.

In my May, 2015 report I wrote about “frozen supplemental contracts.” Darlene Bushley convened the Supplemental Committee in the fall, and I attended several meetings this year about both Academic Leadership and Athletic supplemental contracts. Eileen Sweeney and I will attend the June Board meeting, when committee recommendations will be presented. We believe our members will be pleased with the results of this work.

In July 2015, I received a response to a grievance about substitutes. Darlene Bushley and Stephen Wilkins met with Rachel Wixey to improve the situation. It has been better this year. Darlene also presented at a Representative Council meeting about the changes. The district improved recruitment efforts and attended more job fairs.

I also wrote in my May 2015, report about making sure Shaker Heights remains a first-choice district for new teachers. The Human Resources Department added a position to help with recruitment and retention. Darlene Bushley recently shared with me an advertisement in a national publication that highlights the many advantages of teaching in a place like Shaker.

The largest problem that was solved this year had been a problem for more than 30 years. We welcomed Support Teachers into our association, and guided them through the collective bargaining process. Treating Support Teachers like professionals is an improvement that will help us retain them. We need experienced Support Teachers as we collaborate to meet the needs of our most vulnerable students. Thank you to all of the people (teachers and administrators) who were involved in this effort, especially SHTA President Dr. John Morris for having the courage to solve this problem.

The amount of standardized testing across the district was a problem addressed often during the 2014-15 school year. Even though the ODE switched from PARCC to AIR, testing continued at nearly the same pace this year. Concerns about testing environments and student growth measures were mentioned by several head building representatives this spring. There are already three district-wide committees established that should address these concerns, and SHTA members serve on all three. The Evaluation Committee, the Every Student Succeeds Act Committee, and the Testing Calendar Committee should all be meeting soon to discuss which tests are required and how we might use data from one test for several purposes in order to reduce the number of tests.

The school calendar changed significantly this year and concerns were brought to SHTA about future school calendars. The calendar committee did an online survey for the first time. They also asked us to vote on calendars for the 2017-18 and 2018-19 school years after narrowing the proposals down to two choices. More SHTA members now serve on this committee than at any time in the past. Having a more transparent process for determining the calendar is a step in the right direction.

Another problem in recent years that was mentioned by several head-building representatives during the fall semester was about summer purchase orders arriving late or not at all. New Curriculum Director Amy Davis will spend some time in her new office before this school year ends to make sure summer orders are placed early in July and arrive before school starts in August. I recently met with her administrative assistant about this plan.

As I assisted members regarding maternity leave and insurance benefits, one problem mentioned by several people was that their e-mails to administrators were not returned in a timely manner, or not returned at all. The Human Resources Department is in the process of being restructured to address this problem. Josh Eckford recently moved from his position as a Human Resources Administrative Assistant to become Benefits Specialist, replacing Sue Garber, who retired. A new assistant will start later this month, and will be responsible for all matters related to leaves. Look for more information about these changes in my September 2016 report. If you have questions about an upcoming leave, please contact me.

Eight problems reviewed above were either solved with the help of SHTA or they are being addressed through an ongoing process. What challenges lie ahead of us in 2016-17? Our strategic plan has three aspirations, which are prominently displayed on the top of the district website, “Excellence, Equity, Exploration”. If I were to use the Two Stars and a Wish instructional strategy for providing student feedback on us, excellence and exploration would get stars, but equity would only be a wish. We are not yet providing equity for all students. Paula Hooper, SHHS ’79, was recently interviewed for a story about social justice in *Shaker Life* magazine. Her family participated in the Shaker Schools Plan by sending their students from Moreland to Malvern. She said, “My experience at Shaker helped me to realize that there’s a difference between equality and equity in education. Equality means that everyone gets the same thing. Equity means everyone gets what they need to become successful.”

I read this after sitting through two representative council meetings about how to best meet the needs of special education students and overseeing a grievance hearing about a disruptive student in the classroom. In the February newsletter, I wrote:

“My involvement with this grievance and the lengthy discussions about the district’s special education procedures at the last two representative council meetings made me wonder if we might want to explore better systems for implementing tier 3 interventions for students. It seems like our current model implies that tier 1 and tier 2 interventions will work with all students, so structures for quickly implementing tier 3 interventions are not in place. The link below provides a quick overview of what tier 3 interventions might look like. “

http://www.hillsdaleisd.org/cms/lib07/MI01001046/centricity/domain/25/RtI_Tier_3_Intensive_Intervention.pdf

I hoped after I wrote this that someone from the administration may schedule a meeting with me to discuss these tier 3 interventions. The interventions listed are not only for special education students. They are for any students who are at least two years below grade level in reading. They are for any student who is not meeting success after Tier 1 and Tier 2 interventions have been put in place. I wish we could end poverty. I wish we had a community center. I wish we had more health care services in our schools. I wish our schools had enough nurses, social workers, counselors, and tutors. I wish we had a team of community organizers in the neighborhoods. I wish we had a network of after school programs that provided help with homework. I know we have little or no control over a student’s home life. However, we do have control over a student’s scheduled time with us for seven hours a day. Without a comprehensive, district-wide plan that both includes and funds Tier 3 interventions, we will never reach our goal of equity. We also will never close the achievement gap.

***Respectfully submitted,
Mike Sears, chairperson***

PUBLIC RELATIONS

It has been an honor to serve as Public Relations Chair. I have worked to promote the Association through community advertisements, support of student programs, teacher appreciation efforts and T-shirt sales. I have attended Executive Board and Representative Council meetings to keep membership informed about PR efforts and to take part in Association discussions.

Arrangements for advertisements in *Shaker Life Magazine*, *The Shakerite*, and *Gristmill* were made. Student support was given through contributions to the Woodbury Female Scholars and to the Shaker Heights High Girls Crew Team. Teacher Appreciation gifts for members were distributed during Teacher Appreciation Week in early May. Arrangements for the Lifetime Achievement and President's Award we made. I am proud of serving the Association as the Public Relations Chair.

Respectfully submitted,
Bob Bognar, chairperson

EVALUATION COMMITTEE

As educators, we understand the learning process and strive to teach and connect with our students in new and innovative ways. We read and research, discuss strategies and curriculum, and get to know our students every year. My daughters, one a graduate student at Ohio University, and the other a new graduate from Berklee College of Music, are home for a couple of weeks. I often share all sorts of things about my classroom and students with them. I am always delighted and learn new things when they offer a different perspective and ask pointed questions about curriculum and instructional strategies. I share this to illustrate a point about our need for continuous feedback, thoughtful questioning, and caring criticism from people we trust in order to grow. Professional growth should be the main focus for evaluation, and I believe we have moved closer to this reality over the last few years. In the April 2016 article, [*It's Time to Rethink Teacher Evaluation*](#), Charlotte Danielson reflects on four "must-haves" for effective professional learning:

"So what do we know about professional learning?"

First, professional learning requires active intellectual engagement. In the context of an evaluation process, this means using observation and evaluation processes that promote active engagement: self-assessment, reflection on practice, and professional conversation.

Second, learning can only occur in an atmosphere of trust. Fear shuts people down. Learning, after all, entails vulnerability. The culture of the school and of the district must be one that encourages risk-taking.

Third, a culture of professional inquiry requires challenge as well as support. The culture must include an expectation that every teacher will engage in a career-long process of learning, one that is never "finished." Teaching is simply too complex for anyone to believe that there is no more to learn.

And fourth, policymakers must acknowledge that professional learning is rarely the consequence of teachers attending workshops or being directed by a supervisor to read a certain book or take a particular course. Overwhelmingly, most teachers report that they learn more from their colleagues than from an "expert" in a workshop. When teachers work together to solve problems of practice, they have the benefit of their colleagues' knowledge and experience to address a particular issue they're facing in their classroom."

Peer evaluation has offered many of us the opportunity to observe and be observed by trusted colleagues and engage in honest conversation about instructional decisions and planning. From discussions with teachers across the district I have learned that administrative evaluations have continued to shift to focus on growth rather than deficit. It is my hope that as we move forward, our district continues to support this shift, as well as expand the peer evaluation program for all teachers interested in this progressive approach to evaluation.

The evaluation committee will be working to clarify eTpes procedures to be included in the evaluation overview document. I know the transition to eTpes was a challenge for many! Thank you for your patience as we work to make the process as clear and accessible as possible. We are also working to amend and clarify evaluations for specialists and plan for training for the Support Teachers who will participate in the formal evaluation process beginning next year.

This year, the evaluation committee members have continued to provide training to groups and individuals, problem solve with teachers and administrators, and support practices that facilitate professional growth as the focus of evaluation. I look forward to continued work in this role next year!

Respectfully submitted,
Lena Paskewitz, chairperson

PAST PRESIDENT'S REPORT

Before I submit my “end-of-the-year” report, I want to provide information about the May 10 meeting of the Board of Education. At the meeting, there were expressions of concern from several people regarding the Master Planning process, specifically the “Scope of the Project” being submitted to the Ohio School Facilities Commission. This is a complicated process with many requirements and restrictions, and the document prepared for the Ohio School Facilities Commission does not reflect the final proposals for changes to facilities in Shaker. Input on those decisions is continuing. At this point, the Board has not committed to any specific facilities plans. They have submitted a request to be considered for funding. Even if the funding request is fulfilled, the Board has not committed to using the state funds—the restrictions may be too limiting. The best thing to do is to continue to be engaged in the Master Planning meetings, stay informed, and ask questions of the Board and administration about the process and the decisions.

I enjoy serving as the Past President of the SHTA. President John Morris and I have conversations about past practice and decisions. As a retiree, I am able to attend evening meetings (Board of Education, Finance and Audit) without the need to plan for or teach the next day. My hope is that by attending these meetings and reporting back to President Morris and his leadership team, they have time for other responsibilities including time with their family and friends. I also participate on the SHTA Executive Board and Representative Council. I edit the SHTA Newsletter and assist with membership and distribution lists.

Serving the SHTA is important to me. This organization was an important part of my 35-year career in Shaker Heights. I feel privileged to provide ongoing support for the Officers, Executive Board, and members of the Association. Have a wonderful end of the year and a relaxing, renewing summer break.

Respectfully submitted,
Becky Thomas, chairperson

SOCIAL COMMITTEE

I have truly enjoyed being the Social Committee Chairperson this year. Every month I have the pleasure of hosting the Executive Board Meeting at Fernway School. All suggestions or ideas about future social events for the SHTA are being accepted for next year!

We had a very successful Autumn Happy Hour at Winking Lizard in Beachwood on Monday, November 23rd. More than 80 members attended this festive event! I would like to thank everyone who attended. We were fortunate to be able to give out lots of door prizes to thank people for coming and 3-\$25 gift certificates to Winking Lizard to the winners of our trivia contest.

Our annual District Recognition Reception will take place on Thursday, May 19th at 3:45 p.m. in the

High School Upper Cafeteria. We will eat and fellowship from 3:45-4:30 p.m. and the program will immediately follow. If you have not RSVP'd yet, please do so as soon as possible. Because this is a catered event I want to be confident that I have ordered enough food! During these difficult times it is important that we support each other and celebrate our colleague's accomplishments! I look forward to seeing you there! Have a safe and relaxing summer vacation!

Respectfully submitted,
Selena Brown, chairperson

POLICY COMMITTEE

As policy chairperson, my main responsibilities involve the stewardship and maintenance of our Association's constitution and by-laws. In that regard, I have edited our constitution and by-laws (which can be found at shtaweb.org) to reflect the changes voted upon by our Association, including textual redactions and additions - such as the articles involving our new SHTA ST members.

Other activities include my participation in the district's facility planning process, as well as time invested attempting to encourage initiatives and adaptive changes involving our special education program. I also continue to be a member of the Teacher Evaluation Committee.

Respectfully submitted,
Tim Kalan, chairperson

LEGISLATIVE COMMITTEE

Over the past year, I have monitored the legislative and political appointments, elections and resignations at the state and local levels. I encouraged our membership to exercise their right to vote on election days. Issues impacting education on the ballots included :

- Voting for two Board of Education members.
- **Issue 1** which proposes to create a bi-partisan process with the goal of having district boundaries that are more compact and more politically competitive.
- **Issue 8** which proposes an extension of excise tax on cigarettes for Arts and Culture.
- Voting for the presidential primary candidate
- The long-awaited Charter School Reform package, HB 2, a bipartisan education bill aimed at increasing transparency, passed the Ohio House & Senate on October 7, 2015.

I have followed and informed the membership about the following issues:

- Ohio Department of Education and Superintendent of Public Instruction Richard Ross' resignation
- This month, Paolo DeMaria, was hired at the new State Superintendent. DeMaria is a 28-year veteran of writing state budget and finance policy. He was State Budget Director at the end of Gov. George Voinovich's time in office. He was the Chief Policy Advisor for Gov. Robert Taft from 2000 to 2004. He helped oversee charter schools, vouchers and state report cards for the Ohio Department of Education between 2004 and 2008.

I have spent months serving on the Supplemental Compensation Committee to negotiate a scale of compensation that reflects parity and transparency for academic leadership roles and the athletic coaches. It is our hope that will be an Memorandum of Understanding for these area outlined in the sideletter of our contract. Next year, we will tackle negotiations regarding unit pay.

I attended 13 association meetings and a few board of education meetings.

Respectfully submitted,
Eileen Sweeney, chairperson

TEACHER EDUCATION COMMITTEE

This spring, 14 teachers were granted a continuing contract from the Shaker Heights Board of Education. They will be recognized at the District Recognition Reception on Thursday, May 19th. I would like to commend the following teachers who are being recommended for continuing contract status this year: Krystal Allen-Jackson-Lomond, Jenna Baldarelli-Middle School, Kristin Clark-District Coach, Jevette Collier—Middle School, Daniel Crain—High School, Abigail Goldstein-High School, Anna Jo Gosses-Mercer, Kristina Longino-Middle School, Mark Lenczewski-Woodbury, Yvette McClaine-Middle School, Cara Motelka-Onaway, Catherine Richards-Mercer, Scott Sumerak-High School, and Kevin Thomas-Middle School. Congratulations to all of you!

The main focus of the Teacher Education Committee is a liaison for newly hired and non-tenured teachers. Throughout the year, I answered questions from teachers with the help of Association President Dr. John Morris and Vice President Mathew Zucca. There were a number of questions that came up about the timetable and requirements for obtaining a continuing contract. I created an information packet that was distributed at the September New Teacher meeting. Within this information, I addressed specific parts of the SHTA contract that were especially important to new teachers and those without a continuing contract.

I am new to this position this year and have really enjoyed it. I feel that even though I am an experienced teacher, there are always fresh ideas to learn from newer teachers. As educators, we should never stop learning. Thank you for this opportunity to work on behalf of the Association. Wishing you a calm end-of-the-year and a relaxing summer!

Respectfully submitted,
Lisa Hardiman, chairperson

SHTA Political Action Committee

Over the past year I have worked on updating the PAC's email database. I am hoping to have the update completed by this month. I emailed the members with the PAC's positions on Issue 1, Issue 2 and Issue 8.

The South Euclid-Lyndhurst School District teacher's association was in difficult negotiations in December. I reached out to their membership to offer our support.

The Westlake School District teacher's union is in the midst of contested negotiations and staged a demonstration of their solidarity on May 14th at Crocker Park. Ninety-seven percent of the Cleveland Teacher's Union voted to give strike authorization to the negotiating committee on Friday, May 13th. Both of these situations clearly demonstrate how the collective bargaining process works to guarantee teacher's rights

Respectfully submitted,
Eileen Sweeney

PUBLICATIONS COMMITTEE

It has been a very busy year for the Publications Committee. As well as soliciting submissions, organizing material, taking pictures for the newsletter, assembling the newsletter, sending it to the editors, editing and distributing the eight newsletters this year, I have also attended all the SHTA Executive Board and Representatives meetings. I have written many editorials for the newsletter.

I would like to thank SHTA President Dr. John Morris, Past President Becky Thomas, and high school English teacher Aimee Grey for their editorial eye that makes this newsletter as good as it is. They have taken time out of their weekends to examine the newsletter for your reading pleasure.

This year, I have increased our digital presence by helming our Facebook page, opening a Twitter account, and taking charge of our website. I recently have had the new SHTA ST Contract uploaded to SHTAweb.org. If you have any suggestions please email me at glasier_a@shaker.org.

*Respectfully submitted,
Andrew Glasier, chairperson*

MEMBERSHIP/ELECTIONS COMMITTEE

It has been a pleasure learning how to serve the SHTA as the Membership/Election Chairperson this year. In addition to presiding over three elections, which I will summarize below, I updated the membership roster by adding fifty-seven new teacher hires, removing as many retirees and then creating a SHTA ST Membership roster to identify the forty-two new SHTA ST members.

Replacing Stacy Elgart who held this position for greater than twenty years was certainly no small undertaking. I appreciate your help this year by responding promptly to my requests for information. I want to extend a special thank you to Becky Thomas for being an amazing source of information and support this year. Also, I want to thank Aisha Fraser Mason provided tech support when I had a spreadsheet question and Laura Ann Moore for her help with the historic SHTA ST Contract ratification vote.

Here's our year in review!

SHTA Constitution and By-Laws Changes (September 21, 2015)

Building	Accept	Reject	Total Votes	Total Eligible Members	Percent Voting
Boulevard	20	0	20	21	95.24%
Fernway	17	0	17	19	89.47%
Lomond	26	1	27	32	84.38%
Mercer	24	0	24	24	100%
Onaway	24	0	24	26	92.31%
Woodbury	48	0	48	61	78.69%
Middle School	34	2	36	54	66.67%
High School	105	0	105	114	92.11%
Total	298	3	301	351	85.75%

The SHTA is on



us @

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

SHTA ST Contract Ratification

Building	Accept
Lomond	4
Onaway	2
Boulevard	4
Fernway	4
Middle School	7
Mercer	3
Woodbury	10
High School	5
IC	4

100% Approval from SHTA ST Members

Proposed SHTA Budget Results and 2016-2017 Representative Council on page 18.

Respectfully Submitted,
Chante Thomas-Taylor, chairperson

SHTA-ST COMMITTEE

I cannot believe that this is the final update on SHTA-ST for the 2015-2016 school year! Representing the Support Teachers as a member of the SHTA Executive Board and Representative Council, I've had a bird's eye view of the evolving process. This journey started in the spring of last year. Support Teachers, within the district, then known as "tutors," set out to be recognized as teachers and valued members of our school district. With that said, the first item on the agenda was the reference of these staff members as tutors to be adopted as Support Teachers. This small voice of staff became a big voice with the help of the SHTA. The SHTA body of members came together last spring in supporting this history making process with a 99% vote rate, in accepting the Support Teachers as members.

Over the summer of 2015, under the leadership of John Morris and Susannah Muskovitz, a team of five negotiators, including myself, embarked on the ground work of the negotiations process to present to our district. In the fall of 2015, we had several meeting dates on the calendar with our district's management team to begin unraveling the history of the Support Teacher's role and the future of their roles. The goal of both negotiating sides was to uphold our district's goals of equity, excellence, and exploration. Negotiations continued through the winter of 2015 and into the beginning months of spring 2016. On Tuesday, March 8, 2016, Dr. John Morris along with negotiating Support Teacher members, attended the school board meeting to here the long awaited board approval for themselves. At that time, Dr. Hutchings shared some positive insights of his experiences during the process and future expectations on what is to come with our Support Teachers.

The voting for ratification of the new SHTA-ST's bargaining contract agreement went smoothly. With the help of all SHTA Building Representatives, as a united front, we were able to receive 100% (42/42), of the votes adopting the new contract. Shortly after, the SHTA-ST negotiations were successfully completed. The negotiations team, our SHTA President John Morris and administration/management, signed the Support Teacher's three-year contract agreement on Wednesday April 6, 2016. One huge highlight of the negotiations

process was welcoming 12/42 Support Teachers to the SHTA as full time teachers within the district. What a moment of ground breaking history making. Soon after, Support Teachers began receiving retroactive payments for their service to our elite school district. The Support Teachers receive continued support from their colleagues and SHTA members as a whole.

Support Teachers are now learning the ropes of a new contract and nestling into the Association. The SHTA-ST bargaining unit would like to formally thank you all for your support throughout this year. We have all been game changers in challenging 30 years of history with the Support Teachers. A big thank you to John Morris and Susannah Muskovitz for their knowledge and guidance. As a whole, will continue to shape our first choice district and clothe it with integrity, dignity and solidarity. Let's pat ourselves on the back for all the great gains that we achieve!

Respectfully Submitted,
LauraAnn Moore

SALARY TENURE COMMITTEE

This year's Support Teachers negotiations were successfully completed. SHTA ST members received increases of 2%, 2%, and 2% over 3 years, with an additional 1%, .5%, and .5% for initiatives related to the strategic plan. All support teachers are now eligible for continuing contracts, on the same terms as teachers in the district.

The new SHTA ST agreement also features the following advances:

- There is a new wage scale. The starting salary will be increased from \$32,144 to \$35,987, an increase of 12%, and the top salary will be increased from \$40,879 to \$51,821, an increase of 27%.
- The intervention specialist support teachers at Woodbury and the Middle School, who co-teach, will be transitioned to the teachers' salary schedule.
- The support teachers in the I Lab will be able to use 3 additional professional development days to write IEPs and related duties.
- The two most senior ELL support teachers will be transitioned to the teachers' salary schedule and will become part of the teachers' bargaining unit, effective immediately.
- All KRP support teachers will be transitioned from the aides' salary schedule to the support teachers' salary schedule, retroactive to the beginning of the school year.
- All blended learning support teachers currently working at the Innovative Center (IC) on an hourly basis and receive no benefits. Their hourly rate is currently \$19.27, which already includes a 2% increase from last year. They will remain hourly until the end of the current school year, but their hourly rate will be increased another 3%, to \$19.85, retroactive to the beginning of the current school year. In the 2016-17 school year, they will transition to the support teachers' salary schedule.
- The language in the new CBA for class size and school day is identical to the language in the teachers' contract.
- Effective with the 2016-17 school year, there will be a peer mentor program for support teachers new to the district.
- All support teachers will be evaluated as required under OTES beginning with the 2016-17 school year.
- Support teachers who cover classes during their unassigned time will be reimbursed at the same rate as teachers (\$14.00 for 1-30 minutes and \$28.00 for 31-60 minutes). In addition, if a support teacher works as a sub, they will receive an additional \$50.00 for a half day, and \$100.00 for a full day.

The updated version of the contract is available on <http://www.shtaweb.org>. A limited number of large print hardcopies are available as well. Contact your head representative to make a request for a hardcopy.

Respectfully Submitted,
John L. Morris

MAY 16th ELECTION RESULTS

On Monday, May 16th, the Membership elected the 2016 - 2017 Representative Council and approved the proposed budget.

The tenured members elected to Representative Council to serve a one-year term are:

THE 2016-2017 SHTA REPRESENTATIVE COUNCIL

BOULEVARD: Jennifer Goulden, Angela Anderson

FERNWAY: Andee Hassell

LOMOND: Donita Townsend, Steve Smith, Jill Dipiero

MERCER: Nicole Smith

ONAWAY: Paula Klausner

WOODBURY: Lee Appel, Angela Goodrum, Aisha Mason, Aquita Shepherd

MIDDLE SCHOOL: Tim Richards, Kathy Manning, Linda Roth

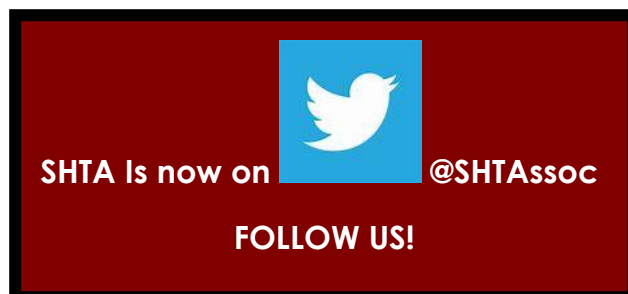
HIGH SCHOOL: Amanda Ahrens, Brian Berger, Aimee Grey, David Peterjohn, Joel Rathbone, James Schmidt, Todd Torrence, A.T. Vazquez

SHTA ST Reps: Bonnie Gordon, Jen Halapy

PROPOSED SHTA BUDGET RESULTS

BUILDING	FOR	AGAINST
BOULEVARD	27	0
FERNWAY	24	0
LOMOND	30	1
MERCER	23	1
ONAWAY	21	1
WOODBURY	47	1
MIDDLE SCHOOL	39	0
HIGH SCHOOL	101	3
TOTAL	312	7

*Respectfully submitted,
Chante Thomas-Taylor, chairperson*



MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

May 9, 2016, Onaway School

SHTA President, John Morris started the May 9th Rep. Council Meeting at 4:31PM.

Amy Davis, Principal of Onaway Elementary School was not in attendance due to a meeting in central office. Marla Robinson shared a welcome to SHTA along with Darlene Bushley.

MINUTES from the April 11, 2016 Rep. Council meeting were approved by Chante Thomas and seconded by Aimee Gray.

Administration Report

- Marla Robinson was present from central office
- She announced Amy Davis's departure to the central office and how much she will be missed at Onaway.
- Dr. Hutchings is out of state with his family. He wanted to update us on the calendar committee. Over 1000 responses- and over 100 high school teachers have responded. They are going to give teachers more time to take the survey. Central Office really wants it pushed. Teachers, parents and students from the first time are on this committee.
- Darlene Bushley was present from central office and was able to answer a few questions throughout the meeting.
- Darlene Bushley wanted to clarify eligibility for gaining continuing contracts.
 - A teacher who has tenure in a previous district and worked in Shaker for 2 years is eligible for a continuing contract
 - A teacher needs to have taught for 5-years, 3 of those years in Shaker, PRIOR TO 2011.
 - A teacher who gets his/her first 5 year license AFTER 2011 must teach for 7 years (Shaker for 3 years)
 - Anyone wanting to follow the Onaway Principal timeline can go to shaker's webpage.
 - Materials were not ordered early enough for the beginning of this school year. They are really trying to order all materials early this summer so that we do not have this problem again.

P.T.O. Report – No Representative was available to give a P.T.O. Report

Officer's Report

President, John Morris

- Consulted on a member's legal concern.
- Dealt with more transfer requests.
- Consulted on calendar concerns.
- Worked on renewals, non-renewals, resignations, leaves, and retirements.
- Attended the Director or Curriculum and Instruction interviews on April 19th – Amy Davis was announced the new C&I Director.
- Attended the Monday, April 25th meeting with Eileen Sweeney, Darlene Bushley, and members of district coaching staff to begin work on the Athletic Supplemental Committee. Meetings continued on April 29th.
- Attended a meeting on Wednesday, April 27th with Dollye Finney, Bill Scanlon, Bryan Christman and Brady Krebs to offer member more TSA and Retirement options.
- Attended the SHTA Academic Supplemental Proposal meeting with Eileen Sweeney, Darlene Bushley, Mike Sears, Steve Wilkins, and Greg Hutchings. The proposal should go through soon with MOU signed this month.
- Attended the Friday, April 29th pre-entry transition team meeting for new HS Principal Jonathan Kuehnle.
- Continue regular weekly conversations with Dr. Hutchings.
- Communicate regularly with Darlene Bushley on personnel issues including job share, part time, and reduced time contracts, and interviews. I appreciate Ms. Bushley's consistent and reliable communication.
- Continue to update the SHTA Facebook page with Andrew Glasier and the Cuyahoga County Educator Summit Page with NEOEA's Bill Lavezzi.
- Met with district nurse on May 4th to clarify that they have lunchtime and planning time as outlined by our contract.
- Will attend the next CCES Meeting on Tuesday, May 10th when we discuss our positions on the Every Child Succeeds Act.

- Representative and budget elections on Monday, May 16th.
- It is my pleasure to announce my two President's Award winners:
Secretary Darlene Garrison for her continued support, committee membership, and commitment to Our Association
Legislative Chair Eileen Sweeney for her tireless and dependable leadership on our Supplemental Committees and her commitment to our PAC.
- The Lifetime Award will go to former secretary and present retiree president Donna Britain.

These awards will be given at our Thursday, May 19th District Recognition Reception at 3:45 in the High School Upper Cafeteria.

Vice President, Matt Zucca

- Worked on SHTA Fellowship Grants. Members need to submit their receipts until the end of September. Please make sure that the grant is being used for Professional Development.
- Attended Investments Committee Meeting.
- Like to thank Bob Bognar for the stylus and pen.
- Working on Supplemental Concerns- athletic supplementals need to be worked on. Make sure you understand your requirements and pay before you commit to a job.
- Continuing Contract Licensing issue- trying to resolve
- Please go to the SHTA Tea on Thursday, May 19th at 3:45.

Secretary, Darlene Garrison (report given by Heather Pincoe)

- Attendance is going around, please sign in for the day and be sure to check total number of meetings attended.

Treasurer, Bill Scanlon

- Attended Investment Committee Meeting.
- Voting on the proposed budget will be on Monday, May 16th.
- Meeting at Ad building on Investments initiated by Dollye Finney. She initiated this and had Brady Krebs (our Edward Jones advisor speak. We want Brady on the Shaker list for TSAs investments and let people know about Brady's services. There are beneficial fringes that we as teachers have. You can work it so that your take home pay does not change. Becky Thomas spoke as well as John Morris about the benefits of TSAs. IF we make it to the finish line, our money will have to go to TSAs. Dollye was thinking about the collective group. She said that people need to get in this when they are first starting out. Need to be at the new teachers meeting next year.
- Passed out financial page. You can see each line item of what was spent. Any questions please see Bill. On back page, individual accounts and how much is in each account. Back up to over a million dollars.
- Second page- dealing with the Budget- will be in new business.
- Shared requisition form. Put your name and number of meetings that you have attended. Get it signed and back to Bill.

Executive Board Reports

Past President, Becky Thomas

- Attended the Finance and Audit Meeting on April 28th.
- Will attend the School Board Meeting.
- Surplus for this year is 2 million.

Teacher Education, Lisa Hardiman

- Sent congratulatory letters to those offered continuing contracts.

Membership/Elections, Chante Thomas

- Passed out ballots and signature lists for the May 16th vote. We will be electing officers, building representatives and voting on a budget.

Policy, Tim Kalan

- Met with Dr. Lokhandwala about concerns
- Dealt with Dr. Breeden and the addition of the pre-K classes

Public Relations, Bob Bognar

- Sent all Head Reps Teacher Appreciation gifts
- If you have not ordered your SHTA shirt, there are still more! 15.00 short sleeve or 20.00 long sleeve

Evaluation, Lena Paskewitz

- Evaluations are finished for this year. If you intend on Peer Evaluating, make sure that you turn in your form. They do not want to make changes for next year- only hope to have some clarifying documents for next year. Looking for feedback if there is any.

Legislative, Eileen Sweeney

- They are interviewing for the Superintendent (of Ohio)'s office and the governor will not participate in the interviews. Note that one of his acquaintances is up for the position.
- Tax-free weekend is set for some time in August. This will be a great weekend for kids to get their supplies.
- Detroit Teachers are restructuring. Go online to support them. See Eileen for more details

Publications, Andrew Glasier

- Attending an Evaluation Committee tomorrow with Darlene Bushley. Specialists are wanting to change forms and Counselors have to change forms.
- All executive board members, end-of-the-year reports are due by Wednesday, May 11th at midnight.
- The Newsletter will be delayed for a few days.
- Added three new articles to our Facebook page

Social, Selena Brown

- The Recognition Reception is all set for Thursday, May 19th. The reception will be held at Shaker Heights High School, upper cafeteria.
- Please encourage membership to RSVP, we would love to see all members present. RSVP to Selena Brown.

Support Teachers- Laura Ann Moore

- Questions from teachers on evaluations. How often can teachers fill out blue cards? John Morris responded that elementary teachers have 20 minutes per day/ 100 minutes per week for planning. High School teachers receive 50 minutes a day. All teachers receive 50 minutes for lunch. Your planning time is for planning, grading, etc.. and not time for meetings,

Professional Rights and Responsibilities, Mike Sears

- Attending athletic supplemental meetings.
- Dealing with a possible grievance

Building Representative Reports***Boulevard, Jennifer Goulden***

- Worked with a teacher and solved the problem satisfactorily.

Fernway, Andee Hassell

- There was a problem where one of the teachers could not get a hold of the benefits department, and there was an issue concerning a doctor. Darlene Bushley commented that a new benefits person has been hired, Josh Eckford, who will be handling benefits. Another employee is currently being hired to handle Leave of Absences. Please contact Darlene Bushley if you know of any leaves immediately.

Lomond, Donita Townsend

- Working with teacher issues

Mercer, Nicole Smith

- There is a problem district- wide with substitutes. Assignments are not being filled. Some teachers feel it is not even worth making an appointment or taking a personal day because the substitutes hired in are not able to handle the students or the job assignment if the substitutes show up at all. Resource teachers have had to fill in for absent teachers.

Onaway, Paula Klausner

- No Report

Woodbury, Angela Goodrum

- There is confusion over the pay of clubs and activities in the district. A question arose asking why there was such a staggering difference in Supplementals between buildings. Eileen Sweeney noted that there is a Supplemental Committee, and they are currently reviewing these issues. They are trying to get rid of units. More details will follow as this committee continues

Middle School, Tim Richards

The biggest issue within the building is student behavior. There are way too many classes where the actions of a few severely disrupt the learning of the majority. The most frustrating part it is “repeat offenders” who create almost all of the chaos and keep coming back into the classroom. A change in placement for the major disruptions needs to be used/considered. As mentioned before:

- Teachers are extremely frustrated with reoccurring ”restorative practices” that do not result in changes to poor student behavior.
- IEP’s are used as a reason students are given limited discipline even when some of the behavior is extremely serious
- Behavior plans that are written and signed at team/parent meetings are not followed.

Immediately following the end of testing there has been a shortage of substitutes

There have been a few instances where members have been questioned about their use of sick time.

There have been questions arising about “loss of planning time”. With this year’s new schedule teachers/members only have one planning period. The contract states “An average of five preparation periods per full school week will be provided each secondary teacher during the instructional day”. If administration demanded duties/meetings conflict with individual teacher planning time there is a potential contract violation. More to follow

Apparently there will be no reimbursement for the staff member who had her phone stolen. We have encouraged members who are in a similar position to go ahead and file a police report as this seems to be the only chance for protecting your property.

High School, James Schmidt

- The PTO provided a wonderful lunch for Teacher Appreciation Friday.
- There is a licensure issue.
- The nurses need planning times as well, and this is becoming a problem
- There have been delays on posting job openings and interviewing. We fear that potential candidates are finding other jobs. Darlene Bushley reported - Everything has been posted early this year, and positions have already been filled or in the process of being filled at the high school.

Support Teachers- Bonnie Gordon

- Andrew Glasier and Bonnie Gordon met concerning OTES- evaluations will begin next year. The support teachers have been discussing how this year they have been evaluated. Asking for feedback from Special Ed. Should there be different criteria for different evaluations (for example, ELL teachers vs. skills teachers)?
- Next year, Support Teachers will all do OTES and see how this works out.

Old Business - None

New Business

- You as a council are representing more people than ever!
- A motion to set to raise the salaries 3% for the President, the Vice President, Secretary, Treasurer, Personal Rights and Responsibilities Chair and the Editor of the Newsletter each was made by Tim Richards and seconded by Aisha Mason. The motion passed.
- A motion was set to raise the salaries of Rep Council by 4%. This motion passed.
- We need to start looking at how much we pay our Head Reps at our bigger buildings. The stipend earned is per meeting, but does not really cover all of the extra work that these individuals do. John would like to start collecting data now so that we can lay out a plan in September. He is requesting that Nicole Smith, Eileen Sweeney, Angela Goodrum, Tim Richards, Bonnie Gordon and James Schmidt keep track of their hours and e-mail John by the end of this month.

Good of the Order

- Thank you Onaway Staff for hosting the last SHTA meeting this school year.
- Please donate to St. Baldricks
- Senior Showcase set for May 26 from 5:30-7:00 at the High School
- Vote for Bill Scanlon's sister to receive a new wheelchair van—go to national mobility awareness and vote once a day this month,

May 11th Rep. Council meeting was adjourned at 6:24 pm.

*Respectfully submitted,
Heather Pincoe (Filling In for Darlene Garrison)
SHTA Secretary*



Special thanks to SHTA Executive Board member Tim Kalan for hosting the April SHTA Representative Council meeting at Onaway School .

Reflections from a Shaker Teacher

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.

Change, like the passing of time, is inevitable. And as I often contemplate where my current path is taking me, I am forced to reflect on the past and to acknowledge the decisions and experiences that have brought me this far in my career. It was change that transplanted me ten years ago and brought me to Ohio. It was change that enabled me to meet, to work with and to learn from colleagues who were more driven and who possessed more passion for the profession of teaching than any others I had previously known. It was change that opened my eyes to the world of possibility when it came to helping others achieve their dreams. And it is change that has ultimately caused me to redirect my life in order to find the balance and harmony needed for myself and for my family.

You see, with change comes new ideas, new directions, new opportunities. But when those ideas and directions are guided by an overzealous desire to react rather than taking the time to derive the best course of rectitude from extensive research and situation analysis, then change is made simply for the sake of change. And change under these circumstances tends to destruct rather than construct because it often results in retractions and back pedaling once the results are made clear. There is a remedy for this predicament, however, that stems from the basic, often imitated but rarely mastered skill of listening. Not the listening that involves putting one's ear to the ground. The phrase itself smacks of haughtiness, as if the listener must descend from on high in order to mingle with the common people. It lacks the humility necessary to truly listen. But maybe that is the problem. Maybe society, inundated with social media and self-gratification, is unaware of what it truly means to open one's ear and to not only hear, but to listen to the person standing before them.

So, what does it mean to listen? The generic definition is to give attention with the ear, to simply hear sounds. In the world of speech communication, this generic definition is the equivalent of lip service, of the insincere expression of friendship, admiration, or support. Is this a cynical view? Absolutely. But, I have a better opinion of people, so I am going to broaden the base definition and go beyond its simplicity.

To listen means to pay close attention for the purpose of hearing, to go beyond sounds and words and to actually ingest their meaning. But, how does listening translate to the profession of education? A textbook could list the skills necessary to be an "effective" teacher, but as we all know, effectiveness does not come from words printed on a page. Teaching is not, nor will it ever be, an exact science. Teaching does not come with an absolute manual. Therefore, it is imperative that we, as humans with intellect and the ability to adapt, discard the textbook and use common sense when it comes to caring for those who matter most, the children. As a former coach often said to our team, "Students don't care how much you know until they know how much you care." And the only way we can demonstrate that we care is by setting aside our differences, by setting aside our preconceived notions, by setting aside our personal ambitions, by opening our ears to listen. After all...

Listening is giving attention to a student having a rough day.

Listening is lending an ear when a student has something to say.

Listening is calling time out to care for a student's concerns.

Listening is absorbing information and assessing what a student learns.

Listening is taking into consideration suggestions that are sincere.

Listening is opening the mind and internalizing what you hear.

Listening is allowing others to verbalize what's on their mind.

Listening is suppressing judgment so communication isn't confined.

Listening is encouraging dialogue in order to progress.

Listening is the antithesis of responsiveness under duress.

Listening is providing a lifeline for those who might feel nervous.

Listening is establishing trust in order to prevent lip service.

The danger of always having something important to say is that the voice quickly fades to obscurity. That is why it is necessary to listen, to internalize the message and to deliberate before instituting change. Otherwise, the change will be constructed on a sandy foundation that will wither away in time, leaving merely a skeletal reflection of its intent. And when all is said and done, those withered relics will be all that is left of those who "listened."

Thank you, Shaker teachers, for all that you do. This institution of greatness would be average without you.

Susanna Jackson
SHHS English Teacher

REPEATING THE SAME MISTAKES

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.

Often when I catch a student copying a homework assignment, I begin the conversation about how lazy it is to do so. While all people take some form of shortcuts in their lives to complete the multitude of tasks, copying the work of others truly does not benefit anyone (other than an easy grade, probably the student's intention). The problem is often the student fails to see the issue with copying the work. They have succeeded in obtaining a good grade with minimal amount of time spent and typically never get caught. With no true consequences, what do they care?

The issue is with the long-term consequences for their actions. While not all homework is vigorous or meaningful, much is. It helps students practice skills, allows for better interactions in class, and increases their base knowledge of materials and so on. Thus copying and lazy attitude towards this work has long-term consequences.

This is true of today's politicians who continue to implement decades old "corporate reform" practices even while study after study has refuted their effectiveness. Our leaders have gotten lazy. From our President to our Secretary of Education to legislatures both federal and state wide, the people in charge of developing our education system have failed to innovate or adopt best practices. Instead they have legislated more of same failed policies.

Mandatory testing is such an issue. Last summer the Ohio legislature & governor, after cries from parents, teachers and others concerning the quality and quantity of testing, eliminated the PARCC testing and its consequences. Before students across the state could breath a sigh of relief, they added the same amount of tests with a different company! To my humble reading of the AIR practice tests, they are actually less appropriate and more poorly constructed then the PARCC tests. This school year, our students are trapped again in front of computer screens, answering poorly designed questions to a meaningless test, whose results won't come out until well after they are of any use to student, teacher or parent.

Charter schools are yet another example of an idea whose implementation has been a disaster yet still roles off the tongues of politicians as a viable education plan. Charter schools, especially in Ohio, have been a complete disaster, siphoning money from public coffers. Search Google with the terms "Ohio Charter Schools Issues" will lead you to endless news reports of Charter schools failing their students. The lack of oversight and the for-profit attitude of its operators have led to so many issues which draw away focus for the greater need for high quality public education. Charter schools are the zombie ideas of corporate reformers; they are dead to education but keep getting funded.

People are often looking to technology as the key to improving education for students. While new technologies have made some learning more engaging and thoughtful, much of it is expensive window dressing with little substance. Yet in classrooms across the country interactive white boards are being installed and online schools being created with no significant increase in learning. The reports on online or virtual schools are especially damming. The Ohio Virtual School has gotten poor ratings by students, parents and faculty alike. The only true winners of the increase use of technology in the classroom are technology companies creating sub-par items with little educational payoff.

When I teach history, I explain that humans are humans and are fallible. Therefore, we can learn from the mistakes of past generations. To not do so is to only repeat the mistakes of others. Yet in education, we continue to repeat the mistakes of the past. For over 20 years, testing, and charter schools and over reliance on technology have been simplified band-aids for complex and pressing educational issues. Not only have these ideas been discredited but they have also caused immense problems for our students. Over testing has led to disengagement by students and teachers, charter schools have siphoned desperately needed monies from struggling schools and technology has been implemented in place of thoughtful teaching. Why do legislatures and others in power continue to use the same poor ideas over and over again? Why can't they just ask the true experts, the teachers in the classrooms?

AG

The SHTA is on



us @

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

We Are Shaker!

District Service Recognition Reception

Thursday, May 19, 2016

3:45 p.m.

High School Upper Cafeteria

Shaker teachers...

show tolerance and respect for everyone

are committed to their profession

inspire students

are reflective about their practice

are excellent communicators

collaborate with each other



and SUPPORT and CELEBRATE their colleagues!

This event is sponsored by the Shaker Heights Teacher's Association and the Shaker Heights School District.

A Night for the Red & White

We are happy to report that this year's party netted \$130,000! Thanks to EVERYONE who supported this fundraiser for enrichment activities in the Shaker Heights City Schools.

Donors' Gifts at Work

The following recent projects are possible because of the Shaker Schools Foundation.

- Approximately 55 Foundation awards will be bestowed at Junior and Senior Awards night on May 18. Thirty-seven funds are providing about \$23,000 to celebrate the academic and co-curricular accomplishments of Shaker's students.
- The **Kassen Boulevard Book Fund** and the **Lawrence Lisak Memorial Fund** provided money to purchase books for the libraries at Boulevard School and the High School, respectively.
- The **Judy Wilkoff Kaufman Fund** paid part of the rack fees for the women's crew team.
- The **Heinlen Fund** helped cover the costs of new jerseys for the varsity baseball team.
- The **Reynold Ellis Raise Our Voice Fund** purchased several a cappella arrangements and online sight-reading activities for the music department. The Foundation also paid for a privacy screen for use backstage by the show choir.
- The **Phyllis P. Brandon Fund** bought books for kindergarteners who need extra support with pre-reading skills.
- The **Stout Family Fund** is covering the cost of permanent improvements to the Audrey Stout Learning Garden, including an underground irrigation system.



With last year's Foundation enrichment grant, Stacey Steggert purchased 1,000 tulip bulbs, which students planted last fall. This spring, voila!

You Can Help Even More

The Foundation thanks faculty members who have donated through the Charity Choice campaign. Please know that you can make a tax-deductible gift at any time by sending us a check or visiting shaker.org/foundation.aspx.