

# Unity

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## Professional Growth and Evaluations; the Real Story

By SEA President Olga Addae

Of late there has been much ado about certificated teacher evaluations. From the recent passage of SB6696 to the most recent push-pull poll of the new "Our Schools Coalition". While there is a lot of hoopla out there the real work is going on as it has been for the last several years. In the 2004-2009 Collective Bargaining Agreement (CBA) a Professional Growth and Evaluation (PG&E) Pilot Program was undertaken. It essentially continued the work of revising the Professional Practice Standards, the necessary ground work to a sound, fair, and objective evaluation system. In 2005 the joint committee/taskforce spent time "carefully examining the document with this in mind: culturally responsive teaching will result in positive outcomes". The development of Professional Practice Standards was a collaborative effort between the union, district and consultant Charlotte Danielson. It was at a time the district firmly believed in "Courageous Conversations about Race", and committed in the preamble of the CBA to work towards the elimination of the academic achievement gap by fostering professional learning communities, aligned curriculum, parent engagement, and the empowerment of the educator.

The good news is the work of the previous taskforce has not been left by the wayside, it has been recognized as the critical work that laid a solid foundation to build a new evaluation system. The current taskforce has been meeting regularly to fulfill the 2009-2010 CBA requirements; "the Joint Professional Growth and Evaluation Task Force will pilot an evaluation system that will ultimately replace the current system being used (Performance Cycle and Professional Growth Cycle)." The joint PG&E taskforce has been monitoring SB 6696, while diligently working on the new evaluation system. We are pleased that we are inline with the timelines listed. As you know SB 6696 calls for a "four level rating system". Fortunately, Professional Practice Standards, and the work of Charlotte Danielson easily translate into this new four level rating system.

## Teachers on Residency Certificates Information Session on Professional Certification

If you have not yet started the process to obtain your Professional Certification (ProCert) or National Board Certification, you will want to attend an information session on Professional Certification. After your first two provisional years of teaching on your Residency certificate, you then have 5 years in which to obtain your Pro-Cert.

The meeting will be held on **May 4, 2010 at 4:00 p.m. in the JSCEE Auditorium.**

School year 2010-2011 will be the **last time** that university certification programs will be offered, where you work in a cohort with colleagues and your instructor evaluates your portfolio. As of September 2011, ALL candidates for Professional Certification must take the new state portfolio assessment called "ProTeach" which is an online portfolio, sent in and scored by a trained scorer from the state.

Please come and hear about the changes, and latest news about Professional Certification, and your responsibilities to keep your teaching certificate valid. If you have questions, please contact Jane Dudley ([jedudley@seattleschools.org](mailto:jedudley@seattleschools.org)).



## Professional Growth *(cont't from p.1)*

In Charlotte Danielson's book, Enhancing Professional Practice there are four domains on which to evaluate educators:

Domain 1: Planning and Preparation

Domain 2: The Classroom Environment

Domain 3: Instruction

Domain 4: Professional Responsibilities

Each domain is broken into 5 or 6 components. Each component has a "four level rated" rubric; Unsatisfactory, Basic, Proficient and Distinguished or Innovative.

Currently, the PG&E joint taskforce has been working on the new evaluation forms, proposed contract language, a self assessment rubric, professional development that would be necessary for successful implementation and possible scenarios for roll-out. We are also discussing how the work of professional learning communities can be used to enhance student learning, and how to incorporate the language of SB6696 concerning "student growth data." The language from SB 6696 is as follows: *"When student growth data, if available and relevant to the teacher and subject matter, is referenced in the evaluation process it must be based on multiple measures that can include classroom-based, school-based, district-based, and state-based tools. As used in this subsection, "student growth" means the change in student achievement between two points in time."*

To implement any good work takes time and resources. It has yet to be determined what resources the district will set aside to ensure successful implementation of the new evaluation system.

## Colleagues Request for Sick Leave Donations

Mark Fraley, a special needs Pre-school teacher at Madrona K-8, is requesting sick leave donations while he undergoes chemotherapy. He is on medical leave until the end of the year and has exhausted all leave.

Brenda Hughes, Administrative Secretary Inter-agency, is in need of sick leave while recovering from an incident.

Tina Phillips, an IA at Wing Luke Elementary, is in need of donations while on maternity leave.

All donations are greatly appreciated. If you can help, see your school secretary for a Sick Leave Donation Form or call Roxana Melville, 206. 252.0293 or email [remeville@seattleschools.org](mailto:remeville@seattleschools.org)

## NEA president to Administration: *"Takes working together to improve schools"*

WASHINGTON - March 13, 2010 - The White House has announced that the Obama administration's "blueprint" for reauthorization will be forwarded to Congress on Monday, March, 15, 2010. The following statement can be attributed to Dennis Van Roekel, president of the 3.2 million-member National Education Association:

"We are disappointed by this first effort by the Administration to rectify the considerable problems in the current federal education law.

"What excited educators about President Obama's hopes and vision for education on the campaign trail has not made its way into this blueprint. We were expecting to see a much broader effort to truly transform public education for kids. Instead, the accountability system of this 'blueprint' still relies on standardized tests to identify winners and losers. We were expecting more funding stability to enable states to meet higher expectations. Instead, the 'blueprint' requires states to compete for critical resources, setting up another winners-and-losers scenario. We were expecting school turnaround efforts to be research-based and fully collaborative. Instead, we see too much top-down scapegoating of teachers and not enough collaboration.

"The public knows that struggling schools need a wide range of targeted actions to ensure they succeed, and yet the Administration's plan continues to call for prescriptions before the actual problems are diagnosed. We need proven answers along with the deep insight of the experienced professionals who actually work in schools.

"We know that it takes all stakeholders working together to improve our schools. The Administration's plan leaves out students' first teachers — their parents. There is no attempt in the 'blueprint' to support parents' efforts to be more involved in their children's education.

"The National Education Association cannot support the Administration's plan at this time. We are sharing the 'blueprint' with our members so their voices are heard. We intend to engage in a productive dialogue to meet the needs of students, educators and public schools."



## What is SB 6696?

Senate Bill 6696 passed the legislature and has been signed by Governor Gregoire. The bill makes some changes to state law that puts Washington in line with Federal guidelines for Race to the Top. It also transforms the way we currently do some things here in Washington state. Here are a few of the items:

Starting next December, OSPI will identify the lowest achieving 5% of the schools in the state and demand that changes take place to bring the schools up to par. Some of the changes that would have to take place are what is currently being bargained in schools/districts that have applied for and have been awarded the School Improvement Grants. These changes include removing the principal and half the staff in what the federal government calls the "Turnaround" model or using the "Transformation" model, which includes financial incentive for teaching in these schools; career ladder opportunities; an evaluation system using student growth as a

significant factor; identifying and rewarding school leaders and teachers who have increased student achievement and graduation rates; identifying and removing those who cannot improve their professional practice, after ample opportunity to improve; and extended learning hours.

A four level rating system for evaluations will have to be in place in every school district starting 2013-2014. The SEA and SPS Joint Evaluation Task Force had been discussing a four level rating system for evaluations even prior to the law taking affect. This new law requires "student growth" to be taken into account in teacher evaluations.

Provisional contracts will be extended from two years to three years for all new teachers.

The SEA will keep you informed as we learn more about the law and all of the effects it will have on our professional lives and on our collective bargaining agreement.

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## Vote! for local officers for 2010-2012 positions

Balloting begins on Tuesday, April 20, 2010 at 12:01 a.m. and ends on Friday, April 30, 2010 at 11:59 p.m. <https://www.Bp4A.com/SeattleEA>. Use your employer number with no leading zeroes as Login; Use your zip code as PIN number. When you login, the appropriate ballot for you (Middle School certs or parapro, etc.).

### **Candidates:**

#### **Executive Officers:**

SEA President- Olga Addae  
SEA VP- Jonathan Knapp, Bettye J. Turner  
SEA Treasurer- Verrleeta Wooten

#### **BOARD DIRECTORS -- Certificated**

##### **High School Directors:**

Michael Lawson  
Kimberly Depew  
Noam J. Gundle  
Roberta Lindeman

##### **Middle School Directors:**

Dene Napolitan  
Roxana M. Amaral

##### **Elementary Directors:**

Grace Beeler  
Donna Shy  
Joyce McDonald

##### **Marianne Bratsanos**

##### **Multi-grade Director**

Jennifer Sughrua

##### **Centrally Dispatched**

Patrick Delaney  
Eileen Bullinger

### **DEPARTMENTS:**

#### **Paraprofessional Department**

##### **Parapro President – sits on Board:**

Marguerite Jones

##### **Parapro Vice-President – sits on Board:**

Grace Saturnino

##### **Parapro Secretary :**

Rosemary Tanksley

#### **SAEOP Department**

##### **SAEOP President – sits on Board:**

Vivian Belcher

##### **SAEOP Vice-President – sits on Board:**

Antoinette L. Felder

##### **SAEOP Recording Secretary:**

Cheryl Smith

#### **Substitute Department**

##### **Substitute President – sits on Board:**

John Dunn

##### **Substitute Vice-President – sits on Board:**

Mark Weiss

##### **Substitute Secretary-Treasurer:**

Mary Wallon

## Scholarship Open to Classified Members

The WEA offers scholarships to classified members who are in pursuit of certification in the teaching profession. The Warren G. Magnuson Support Professional (ESP) Scholarship provides three grants of \$1,000 each. One of the three grants is designated for a minority classified member.

If you are interested, please visit "add link" for the criteria and application. The deadline for application is no later than May 21, 2010.

WEA is also offering the Magnuson Grant for ESP's. Click the following link for more info:

[http://www.seattlewea.org/static\\_content/magnusongrant2010.pdf](http://www.seattlewea.org/static_content/magnusongrant2010.pdf).

## SAEOP Scholarship Application Deadline is near

Now that it is spring, it is time to remind all SEA members about our SAEOP Scholarship Program. For a significant number of years, we have honored a graduating Seattle senior with a scholarship, currently an award of \$500. Marta Sanchez, Administrative Secretary at Chief Sealth, is this year's chair. She has sent out applications to all of the high school Counseling Offices, along with the instructions and deadlines for submission. The forms are also available online to download and complete. Eligibility requirements are outlined in the packet. Most importantly, the student must be a graduating senior from a Seattle Public Schools high school, but does not have to be related to a SAEOP member. If you know of a deserving individual, we encourage you to have them apply. We have had some outstanding applicants the past few years, and our organization is proud to be able to assist our young people in furthering their education.

The deadline for submission is Friday, April 9th, and Marta has put together an outstanding committee to review and recommend a winner. The presentation will take place at the SAEOP Installation dinner on June 7th at Salty's on Alki, and the recipient and their family will be our special guests. Should you have any questions about this program, please contact Marta Sanchez at 252-8852.

## OEO's Family Dictionary of Education Terms Now Available! Created in response to parent requests

In response to parent requests for tools to better understand the terms used in schools, the Office of the Education Ombudsman (OEO) has created a dictionary of K-12 education terminology.

Education vocabulary can be complex and confusing to families. This dictionary helps parents better understand school mailings, participate in school meetings, talk with their children's teachers, and make more informed decisions about their children's education.

The first edition of this publication provides brief definitions to common general education terms and Special Education vocabulary. You can get your copy of this publication by clicking on the following link - [OEO's Family Dictionary of Education Terms](#).

## Calendar



### Upcoming Association Meetings:

**SEA Board meeting:** Mon., April 12th, 4:30 p.m. at SEA.

To address the body in the Speak Out section, email: [redmond@washingtonea.org](mailto:redmond@washingtonea.org).

**Parapro Meeting:** Tues., April 13th, 5:00 p.m. @ SEA.

**Rep Assembly:** Mon., April 19th, 4:30 pm., at Washington.

**Sub Meeting:** Weds., April 28th, 4:00 at SEA.

### Upcoming Interview Training:

**Interview Training-** Thurs., April 8th, 4-5pm, JSCEE, Rm. 2700.

Thurs., April 15th, 6-7pm, JSCEE, Auditorium.

Register by contacting Richard at 206.283.8443, or [rfisher@washingtonea.org](mailto:rfisher@washingtonea.org).

### SEA Board of Directors 2008/2010

#### **Officers:**

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