

Unity

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Glancing Back; Looking Forward

By Olga Addae, SEA President

As the school year rapidly is coming to a close, it is a good time to glance back over my first term. When I started my term, the SEA Board of Directors set a tone at our retreat that, "We want SEA to be the strongest local." That was the overall vision. I believe the Association is well on its way to that vision. At that time we had very few home email addresses, only 6% membership in WEA-PAC, no automatic payroll deductions, a policy and procedures manual that needed serious updating, low Association Representative (AR) turnout at our SEA Representative Assemblies (RA), limited balloting methods, and some internal discord.

Today, SEA has nearly half of our members' home email addresses, nearly 23% membership in WEAPAC with automatic payroll deduction, updated Bylaws, an average of 120 AR's attending RA's, electronic balloting, and a better sense of unity.

Have there been setbacks? Of course there have. In spring of 2009, 60 classified members were RIF'd, with about 20 being Career Center Specialists. In the same spring, we all got "the letter" and 160 certificated layoffs followed. The legislature passed misguided legislation, but we've worked to reduce the negative impact of the worst elements.

Also, let us not forget all the legislative action, a race for Governor and a historical presidential election. Seattle, and therefore our members, were the contributing force to winning Simple Majority. SEA and WEA staff and leaders listened to our collective voice last June and

we were strong at the bargaining table. The elementary certs were recalled; we countered the District's proposal and ratified a one-year contract. The General Membership meeting was the largest in years.

Looking Forward: SEA must continue to build our power. An administrator sent one of our members a quote: "A teacher's control is an exercise in purpose, not in power." Really? I ponder the quote. While it is noble and good to teach with purpose, we must realize our power; our students must realize their power. An educator's control is an exercise of being in power with their students. For without power we do not exercise our rights of self-assertion, without power we fold to the control of others. The Superintendent exercises her power and control with strategies like "Performance Management" that forces some schools to accept "prescribed guidance" while others receive "earned autonomy". This is "power over" others rather than "power with" those who can partner in achieving common goals.

On the other hand, we will continue to build our power through connecting with our members and bringing our collective stories and ideas to the bargaining table, school board meetings, the state legislature and the community.

Thank you for all you do in support of public education and the students and families of this city.

Save the Date! SEA General Membership Meeting

Come have your chance to be heard and have input in the ratification of the contract!

Thursday, September 2, 2010 @ 4:30 p.m.
Seattle Pacific University- Royal Brougham Pavilion
3414 Third Ave W
Seattle, WA 98119



Cert Evaluation: Self Reflection and Professional Growth

In the April *Unity* article I updated you on the work of the Professional Growth and Evaluation Taskforce (PG&E). I wanted to update you on the progress. A new cert evaluation system is required by the new state law to be in place by 2013-2014. Fortunately, SEA and SPS have already been discussing a new evaluation system and we are prepared to propose one to the bargaining team.

By mid-June the PG&E Taskforce will have completed a draft of all forms, presented the proposed contract language to the bargaining teams, cross-walked the new state criteria with the four level rated system, and revised the rubric from Charlotte Danielson's book, [Enhancing Professional Practice](#), to include cultural relevancy. Currently the four-level-rated system has four domains:

- 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 also has a "four-level-rated" rubric; Unsatisfactory, Basic, Proficient and Innovative. So what does this rubric look like? And how will it be used? To see the **draft** of the rubric [click here](#). At first glance this 10 page document can be a bit daunting. Note: it will be reformatted so each domain fits on a double sided page. The rubric is fairly clear and objective. The intention is for educators to look at the rubric and self-assess. As in the past, educators will still set student academic goal(s), but will now have a self-assessment rubric to decide what professional goal (not-evaluated) they wish to work on to help them attain the student academic achievement goal(s) set. In other words, what area(s) do I want to professionally grow in to help me meet the student academic achievement goals I have set?

With the understanding that the PG&E system must be bargained and then ratified, the taskforce wanted to give members an opportunity to be introduced to the basic framework of a four-level-rated system.

Please take some time to look over the self assessment rubric. Feel free to comment.

Who's going to deliver the message?

Now is the time to elect Association Representatives for the 2010-11 school year. In a time of major changes, challenges, and opportunities – we need smart, knowledgeable and inclusive leaders who will listen to their constituents and provide communication between the rank and file and the Representative Assembly.

What's the commitment? The SEA Representative Assembly meets monthly, usually the third Monday. You should have monthly SEA meetings at your site. You will get training. It's wisest to have a small team of people to divide up the different tasks.

The certificated members in each school and program can vote one (1) representative for each 20 SEA cert members.

The paraprofessionals, SAEOP, and substitutes also get 1 representative for every 20 members, but they are elected at meetings of these groups. Voting for Association Reps for these groups will happen at their September meetings. [AR Election Form](#).

Money for Education Jobs?



Throughout the country this spring, many educational employees have received lay-off notices. Senator Tom Harkin introduced a bill into Congress that would appropriate funding to help keep educators working in our public schools. Senate bill 3206 would give 23 billion dollars to school districts around the country to help pay for staff. Washington State would receive about 478 million dollars if the legislation gets through Congress. Unlike the Race to the Top (RtT) grant, this would be money that all states would qualify for. The most Washington State could get from RtT if we were selected would be between 150-250 million dollars. We are keeping our eye on this legislation and hope that it gets approved.

Know What Affects Your Contract

Classified Staff: Don't Leave Money on the Table

All classified staff represented by SAEOP or Para-professional units are allocated the number of hours equivalent to eight (8) workdays for Professional Development and/or Leadership activities each year. See Article II, Section C. of the Collective Bargaining Agreement (CBA) for more details. You can access the complete CBA at www.seattlewea.org.

Things to remember:

The activity shall be mutually agreed upon by employee and supervisor.

Extra-Time Reporting forms shall be submitted to claim the compensation.

If you do not report the time for compensation, you will lose the opportunity to be paid for that time.

Anything reported after June 30, 2010 will be considered part of next year's Professional Development compensation.

This year, there are two additional days available for all classified staff and SEA recognizes that compensation is critical, so don't leave the money unspent.

Certificated staff: Contracts due

Return your signed contracts within 14 days of receipt to confirm that you have a job next year. The pay rate that's shown on the contract is this year's rate and will be increased according to the agreement we make at the bargaining table.

The Supplemental Contract form is to pre-authorize receipt of stipends and additional pay that may arise during the year. Please return this form also.



New SEA Vice President begins June 24

Our new SEA Vice President, Jonathan Knapp, begins his two-year term on June 24, 2010. Jonathan taught Auto Technology at West Seattle High School for 8 years. He is currently on the Bargaining Team and has been an Association Representative since 2007. Jonathan brings a wide variety of work experience including humanitarian efforts in Bosnia.

Jonathan brings energy and a strong commitment to organizing members and building SEA's strength. Jonathan states, "I've already been struck by the variety of experiences our members have across the district. I look forward to helping members push for the things we know we need."

Stay up-to-date on Information re: Professional Certification!

If you hold a Washington State Teacher Residency Certificate, you fall under the state's Professional Certification requirements. With legislative direction, the [Professional Educator Standards Board](#) has implemented some dramatic changes to improve the quality, affordability and relevance of the certification process. The new [ProTeach® Portfolio](#) is now the means by which teachers will earn their Professional Certificate.

To help keep WEA members up-to-date with the most current information about ProTeach® resources and support offerings, we have just gone live with a WEA ProTeach® Portfolio Support Facebook page. This online community is the first of several communications mediums we will implement. .

2010 Special Education Training for All

Presented by the WEA Special Education Cadre

WEA is again offering three week-long boot camp trainings focusing on the responsibilities of all educators working with students with disabilities. Certificated and classified personnel, general and special educators, parents, administrators and community agency personnel are all encouraged to attend.

- June 21-25 - Federal Way
- July 12-16 - Spokane
- August 2-6 - Leavenworth

30 clock hour credits are included in the \$250 registration fee! For more information and to register, [click here!](#)

Colleagues Request for Sick Leave Donations

Rosa Tavai, Secretary at Aki Kurose, has an unforeseen medical condition which will require many procedures and surgeries now and in the future.

All donations are greatly appreciated. If you can help, see your school secretary for a Sick Leave Donation Form or call Jameeka Scott, 206.252.0614, or email, jdsconfig@seattleschools.org.



Calendar



Upcoming Association Meetings:

SEA Board meeting: Mon., June 14th, 4:30 p.m. at SEA.

To address the body in the Speak Out section, email: redmond@washingtonea.org.

Rep Assembly: Mon., June 21st, 4:30 pm., at Garfield.

Parapro Dinner: Fri., June 11th, 5-8 pm., African American Museum. Para Members only. RSVP @ 206.283.8443.

Upcoming Interview Training:

Thurs., June 17th, 4-5pm, JSCEE, Rm. 2700.

Thursday, July 15th, 4-5pm, JSCEE, Rm. 2700.

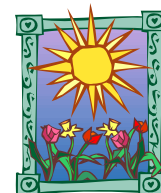
Register by contacting Richard at 206.283.8443, or rfisher@washingtonea.org.

SEA OFFICE UPDATE:

**SEA will be closed
June 28th—July 5th.**

Beginning Tuesday, July 6th, SEA business hours will be, 8:00-4:30 p.m.

HAVE A SAFE AND WONDERFUL
SUMMER!



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