

## Important Dates

### **Tuesday, April 23**

Board of Education Work Session  
Administration Building, 6PM

### **Monday, May 6**

Teacher Appreciation Week Begins  
SHTA Executive Board  
Woodbury, 4:30PM

### **Monday, May 13**

SHTA Representative Council  
Onaway, 4:30PM

### **Monday, May 20**

SHTA vote on officers, representatives  
and the budget  
All Buildings, 8AM-4PM

### **Thursday, May 23**

SHTA/SHCSD Annual Recognition  
Reception  
High School, Upper Cafeteria, 3:45PM

# SHTA *news*

April 22, 2013

**ISSUE NO. 7**

## Message From the President

It is heart-breaking that tragedy has struck again. This time the location is Massachusetts with the bombing at the Boston Marathon. The deaths that occurred, including that of an eight year old boy, are devastating, as well as the traumatic injuries of over 180 people. Our thoughts and prayers go out to all those affected. We hope that we will one day see an end to these senseless acts of violence.

March was one of our busiest months as an Association. Our membership voted successfully to increase our dues from \$200 to \$300 dollars per year. I am grateful for Our Association's dedication to ensuring our financial future through growing our general fund. We will continue to remain responsible stewards through cost-conscious budgeting and wise investing as we continue to grow financially stronger.

I attended the State of the Schools address along with Dollye Finney. Dr. Mark Freeman once again talked about how our teachers contribute to the strength of the district. He will be missed as an advocate for professional educators in Shaker and throughout the state. We are sad to see Dr. Freeman retire, but we trust that his spirit of cooperation with Our Association will continue with the next administration.

As a member of the Stakeholder's Committee, I interviewed all three superintendent candidates. I also attended two of the three community talkbacks. I was pleased to see Dr. Gregory C. Hutchings approved. I believe he is the kind of forward thinking leader we need as superintendent. I was also pleased to see so many of our members at the community sessions asking great questions and making a presence.

March is also a busy month for contract issues. I worked with Mike Sears, Lisa Scott, Steve Smith and Becky Thomas to help teachers make decisions about their professional future. It was a pleasure to help many of our members achieve their continuing contract status. This is one of the unseen but important responsibilities of Our Association. It is an honor to help so many of our members become even more integral to our district.

I attended and enrolled in the Teacher Leader Endorsement program initiated by our Performance Pay and Evaluation Committees. The tireless work of Andrew Glasier, Lena Paskewitz, Addie Tobey, and Erin Herbruck has made this and the Master Teacher Certification program achievable. This 10 hour graduate program will be offered in Shaker this summer through John Carroll and funded by the side letter we negotiated with the district. This program should make peer evaluation a reality in our schools. I am grateful for all those involved and I encourage interested teachers to contact Andrew, Lena, Addie or Erin with questions or interest.

Friday, April 12th, I attended a rally for Strongsville's striking teachers with Bill Scanlon and Carol Boyd. Regardless of whatever negative press has been reported, the vast majority of striking teachers are just like me and you; professionals working everyday to serve their students and honor their responsibilities to their schools, families, and community. They have been forced into an untenable position with a school board that wants to cut their resources and give them little control over their professional lives. That's why

they are on strike.

One of the realities that struck me at this rally is that many non-school related unions were present. There were Teamsters and Steelworkers, Communication Workers and Plumbers, Construction Workers and Musicians. The reason they were there was because this issue is about more than Strongsville. It is about a Columbus-based initiative to make Ohio a so-called *Right to Work State*. The striking teachers in Strongsville are on the front line of an ideological battle that, if lost, will leave us without our hard earned Collective Bargaining rights. They deserve our support.

With this thought in mind, I would like to encourage you as individual members to contribute a check to the PAC of SHTA, sent to Bill Scanlon, with “Strongsville” in the memo line. We will the send a check on behalf of our members to the Strongsville Educational Association. Whatever you can contribute will let Strongsville teachers know that they are not alone. They have been striking for nearly two months, sacrificing both pay and benefits. Our contribution may not alleviate their financial strain, but coffee for teachers on the picket line and box lunches may help. It’s these small efforts that can sometimes lessen the weight on beleaguered shoulders.

It continues to be an honor to serve as President of Our Association. Please contact me with any questions or concerns. I look forward to supporting our members in their professional endeavors.

*Respectfully submitted,*  
*John Morris*

## Reports from the Executive Board

### VICE PRESIDENT’S REPORT

I hope that you enjoyed a safe and restful spring vacation. This month I have a very brief report. Thank you for your support on *The Night for the Red and White*. As you already know the event was held at the Tudor Arms Hotel on Saturday March 9, 2013. There were 806 tickets sold and more than \$110,000 was collected this year! More information will be available in the coming weeks.

I attended the superintendent search meetings and I was pleased to see significant numbers of SHTA members present. We look forward to working with Dr. Gregory C. Hutchings in the near future. The Association will continue to honor the highly professional and amiable relationship we have enjoyed with Dr. Mark Freeman. He has served the district well and has deep historic roots with this organization.

I continue to work on The Race to the Top Committee as an Association representative. This committee will be incorporated with the District Leadership Team in the near future and we will continue to have a substantial presence on this committee.

I just want to pause for a moment to acknowledge the hard work of William Scanlon and our past treasurers, as we have now surpassed the one million dollar mark. It has been both a source of pride and of strength to achieve this monumental milestone. However, let’s not rest upon our laurels. As the forces that seek the destruction of collective bargaining loom large and close, remain vigilant and keep yourselves informed about our profession and the political landscape around us.

*Respectfully submitted,*  
*Dollye Finney*

## TREASURER'S REPORT

I went with John Morris and Carol Boyd to the Rally in Strongsville to support the striking teachers on Friday, April 12. It felt good to be there supporting colleagues in our chosen profession. As I said in last month's newsletter, contributions to the Strongsville Education Association can be given to me and I will send the money. We have already sent some money and would like to send more. Make checks payable to "PAC of SHTA" and get them to me. I will collect them and periodically send a check. Remember that those teachers are without a paycheck or medical benefits. They could use all the help they can get.

The Investments Committee (Todd Keitlen, Matt Zucca, Dollye Finney, Chante Thomas-Taylor and myself) is meeting with Brady Krebs, our Edward Jones financial advisor, at the beginning of May to look over our investments.

Do not forget that next month's representative council meeting is when the Representatives will be discussing next year's budget and sending it to the membership for approval.

*Respectfully submitted,  
Bill Scanlon, Treasurer*

(Budgeted Accounts on Page 7 & 8)

The SHTA is on



us @

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

## **PROFESSIONAL RIGHTS AND RESPONSIBILITIES**

March was a busy month for the Executive Board as we worked together on a number of issues related to the membership. I attended two out of the three public meetings held by the Superintendent candidates, including the one led by Dr. Hutchings. Like many others, I was impressed with his presence and credentials. I'm happy the search committee found someone so talented to lead our schools.

I also worked with members on maternity leave, worker's compensation, health insurance questions, non-renewals, and resignations.

*Respectfully submitted,  
Mike Sears, chairperson*

## **PAST PRESIDENT'S REPORT**

Like many SHTA members, I attended all three presentations from the candidates for superintendent. I agree with Dr. John Morris, when he acknowledges the contributions and support of our current superintendent, Dr. Mark Freeman. His leadership will be missed. The newly-hired superintendent will begin on a consultant basis on July 1 with his full contract becoming effective at the end of August. Dr. Gregory C. Hutchings made an outstanding presentation to the community and has the background and pedagogy that seems to be an excellent fit for Shaker. I hope he continues the positive working relationship with the SHTA that we have known with Dr. Freeman.

In March and April, I attended the Board of Education meetings. At the April meeting, fifteen teachers received continuing contracts. Congratulations and best wishes for a successful career in the Shaker schools. I also assisted with questions about a proposal to extend the school day for Woodbury and the Middle School and I worked with Dr. Morris on issues of teacher contracts.

After the Representative Council voted to send a donation to the Strongsville Education Association, I delivered the check to the OEA offices in Middleburg Heights. The contract issues that they are facing are similar to those that we have been able to keep at bay in our recent negotiations. I am proud that the teaching community in Shaker stands with and supports the efforts of our colleagues in Strongsville.

*Respectfully submitted,  
Rebecca Thomas, Chairperson*

## **LEGISLATIVE COMMITTEE**

The Evaluation Committee continues to work to ensure that our evaluation system complies with state mandates, as well as providing a system in which teachers and evaluators can collaborate and teachers can work on Professional Growth.

The Performance Compensation Committee will meet one more time to fulfill the obligations of the side letter that accompanied our current contract. The Peer Evaluation Program, Long-Term mentoring and Flex mentoring programs, and the Teacher Leader Endorsement Cohort are all programs that have come from the work of the PCC.

*Respectfully submitted,  
Lena Paskewitz, Chairperson*

## POLICY COMMITTEE

At its May meeting, the Representative Council will consider the budget for next year, so this month's 'Law-in-the-Limelight' is **By-Law III E 5**.

### BY-LAW III E

5. (The Treasurer) Shall, under the direction of the Executive Board, prepare and submit to the Representative Council an annual budget for its approval by the Association.

*Respectfully submitted,  
David Klapholtz, Chairperson*

## SOCIAL COMMITTEE

The Annual SHTA/Shaker Heights City Schools Recognition Reception is scheduled for Thursday, May 23rd. Please join us at Shaker Heights High School in the upper cafeteria to celebrate the achievements of our colleagues. We will see you on May 23rd at 3:45. Information about the reception will be posted in all buildings.

*Respectfully submitted,  
Darlene Garrison, Chairperson*

## MEMBERSHIP/ELECTIONS COMMITTEE

Petitions to run for 2013-2015 officers' positions (president, vice-president, treasurer & secretary) are now available. They must be filed with me, at the middle school, **no later than** 4pm Friday, April 26<sup>th</sup>. If you are interested in serving as a representative for your building for the 2013-2014 school year, please submit your name to your head representative or myself by Friday, May 3<sup>rd</sup>. Any member on tenure, who has been an active member for the three years immediately preceding the election, is eligible to be a building representative. We will elect officers and building representatives and vote on the proposed budget on Monday, May 20<sup>th</sup>.

The membership drive will be held in May this year, since the increase in dues will **require everyone to complete a new membership**

## Strongsville Education Association's Strike Rally

April 12, 2013



*SHTA President John Morris listens to SEA President Tracy Linscott during the rally. SHTA Treasurer Bill Scanlon and HS English teacher Carol Boyd also attended.*



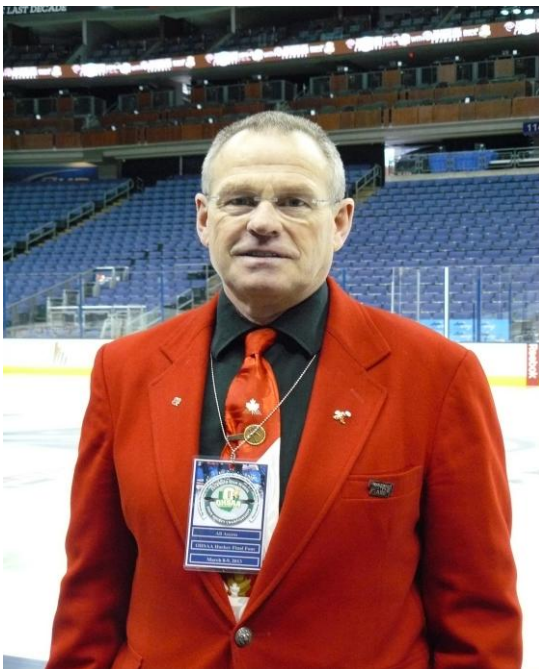
*The rally was attended by many different Union organizations but only one other Teachers Association, the SHTA!*



**authorization form.** If you choose to pay by payroll deduction, SHTA dues will automatically begin with the first paycheck in October (\$30 per pay x 10 pays = \$300.) If you elect to pay your dues by check, you will still need to complete a new membership authorization form and submit your check for \$300 to your building representative **prior** to October 1, 2013.

*Respectfully submitted,  
Stacy Elgart, chairperson*

## Member Spotlight MIKE BARTLEY

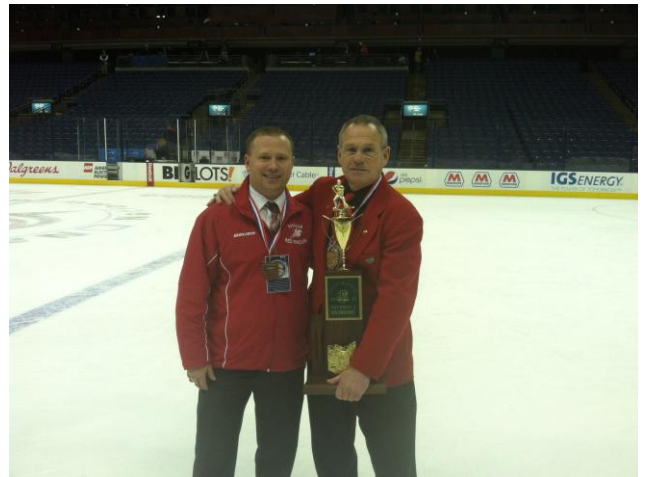


- 37 years as head coach Shaker Heights High Hockey
- 4 state titles
- 3 state runner-up titles
- 11 district tournament titles
- 9 baron cup titles

- **Record 640-346-36**

“Coaching a high school team as an educator is in many ways an extension of the classroom. The athletes that I coach come from families that value education and they understand the intrinsic value in athletics. I continue to receive feedback concerning the sportsmanlike conduct of our athletes and that to me is the ultimate compliment as a coach.”

- *Mike  
Bartley*



Mike Bartley with son Matt, a 2001 graduate of Shaker Hts. High School, and associate-head coach with the 2013 State trophy.

# Budgeted Accounts

	7/1/12					4/19/13
<u>Account</u>	<u>Budgeted</u>	<u>Debits</u>	<u>Transfers out</u>	<u>Credits</u>	<u>Transfers in</u>	<u>Balance</u>
Accounting	<b>5000.00</b>	0.00	0.00	0.00	0.00	5,000.00
Compensation for officers, representatives, et al.						
President	<b>9302.00</b>	4,651.00	0.00	0.00	0.00	4,651.00
Vice President	<b>5581.00</b>	2,790.50	0.00	0.00	0.00	2,790.50
Secretary	<b>5581.00</b>	2,790.50	0.00	0.00	0.00	2,790.50
Treasurer	<b>5581.00</b>	2,790.50	0.00	0.00	0.00	2,790.50
P.R. & R. Chairperson	<b>5581.00</b>	2,790.50	0.00	0.00	0.00	2,790.50
Editor	<b>4653.00</b>	2,326.50	0.00	0.00	0.00	2,326.50
Building reps. and alternates	<b>10000.00</b>	0.00	0.00	0.00	0.00	10,000.00
Conferences and meetings	<b>2500.00</b>	2,747.04	0.00	0.00	0.00	-247.04
Fellowships and Grants	<b>3500.00</b>	760.00	0.00	0.00	0.00	2,740.00
Insurance	<b>5000.00</b>	4,942.00	0.00	0.00	0.00	58.00
Legal	<b>5000.00</b>	400.00	0.00	100.00	0.00	4,700.00
Negotiations	<b>0.00</b>	0.00	0.00	0.00	0.00	0.00
Executive Board expenses	<b>500.00</b>	524.10	0.00	0.00	0.00	-24.10
Officers' expenses	<b>500.00</b>	608.57	0.00	0.00	0.00	-108.57
Payroll taxes	<b>550.00</b>	263.06	0.00	0.00	0.00	286.94
Publications	<b>200.00</b>	270.00	0.00	0.00	0.00	-70.00
Public Relations	<b>4000.00</b>	3,624.48	0.00	0.00	0.00	375.52
Social	<b>1800.00</b>	200.00	0.00	200.00	0.00	1,800.00
STRS(TPO contributions)	<b><u>5100.00</u></b>	<u>2,539.53</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>2,560.47</u>
<b>TOTAL</b>	<b>79929.00</b>	35,018.28	0.00	300.00	0.00	45,210.72

**FINANCIAL****REPORT**

7/1/12

4/19/13

**COMPOSITE BALANCE**

Balance 7/1/12	869,229.39
Receipts 7/1/12 to present	79,617.90
Change in Valuation 7/1/12 to present	92,652.98
	1,041,500.27
Expenditures 7/1/12 to present	-35,018.28
Expenditures charged to last fiscal year 2011-2012	-1,196.78
<b>TOTAL</b>	<b>1,005,285.21</b>

**BANK AND BROKER RECONCILIATIONS****A. KEY BANK (4/15/13)**

## Certificates of deposit

29 mo. @ 0.149%-Matures on 2/6/14	21,230.10	
Total Certificates of deposit		21,230.10
Business Money Market Account (0.35% APY)		88,631.02
Unposted deposits and transfers		0.00
		109,861.12
Less outstanding checks		-1,215.00
<b>TOTAL KEY BANK</b>		<b>108,646.12</b>

**B. EDWARD JONES (4/15/13)**

Regular Association Account	481,932.66	
Advisory Solutions Account	<u>414,706.43</u>	
		896,639.09

<b>TOTAL</b>		<b>1,005,285.21</b>
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# MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

April 15, 2013

## Lomond Elementary

The President, John Morris, called the meeting to order at 4:40 p.m.

Neal Robinson, Staff Assistant at **Lomond**, welcomed the SHTA representative council.

The minutes of the March meeting were unanimously approved.

**ADMINISTRATION REPORT:** Lisa Scott reported that the spring evaluation for non-continuing contract members and continuing contract members are going well.

**PTO REPORT:** There was no PTO Council representative present at the meeting.

## OFFICERS' REPORTS

### PRESIDENT

John Morris reported he attended the State of the Schools address, at which Dr. Mark Freeman commented positively on the high quality teaching staff at Shaker. He participated in interviewing all three superintendent candidates as a member of the Stake Holders Committee. He was pleased to announce the passage of the dues increase. He sent out non-renewal letters and has been assisting those members during this transition. He attended the Strongsville Rally. He encouraged members to make a donation to the Strongsville teachers through the PAC of SHTA. He reminded members of the opportunity to join the Shaker Teacher Leader Cohort

### VICE-PRESIDENT

Dollye Finney reported there were over 800 people who attended *The Night for the Red and White*. She met with the Race to the Top committee for the last time. The committee will evolve into a district leadership committee. She attended the Superintendent Open Forum meetings. She has been working on the evaluation process for non-OTES contract members.

### SECRETARY

Matt Zucca took attendance for the meeting. He reported that he attended two of the three Superintendent Open Forum meetings. He reminded building Representatives to CC himself and John Morris on their Building Reports.

### TREASURER

Bill Scanlon discussed our current financial report. He was very pleased to announce that the Association's General Funds is over **\$1,000,000**. He discussed the need to transfer funds from various line items to cover deficiencies in certain budget areas. He will be meeting with the investment committee next month.

## **EXECUTIVE BOARD REPORTS**

### **PAST PRESIDENT**

Becky Thomas stated she worked on an issue with the Middle School time changes. She contacted the bargaining units from the districts of the three superintendent candidates. She worked on non-renewal issues. She worked on an absentee voting concern

### **POLICY**

Dave Klapholz attended the Superintendent Open Forum meetings. He worked with Stacy Elgart on the new SHTA membership form.

### **TEACHER EDUCATION**

Steven Smith stated he will be sending out congratulatory letter to members who have been given a continuing contract. He attended the Superintendent Open Forum meetings.

### **PUBLIC RELATIONS**

Eileen Sweeney was unable to attend the meeting.

### **PUBLICATIONS**

Andrew Glasier said that newsletter submissions are due on Wednesday. Please send them to him at [glasier\\_a@shaker.org](mailto:glasier_a@shaker.org). He discussed the new teacher evaluation process at all the buildings. He also stated that many people have signed up for OTES training. He emailed members to encourage them to attend the Superintendent Candidate Forum.

### **LEGAL AID**

Wendy Lewis had no report.

### **LEGISLATIVE**

Lena Paskewitz discussed the new Teacher Leadership Endorsement available for members. She stated that there are many teachers signed up to receive OTES training. She met with the Performance Compensation Committee and Evaluation Committee. She attended the Superintendent Open Forum meetings.

### **SOCIAL**

Darlene Garrison was unable to attend the meeting. Wendy Lewis passed out flyers for the spring recognition reception to all the head building Representatives.

### **MEMBERSHIP AND ELECTIONS**

Stacy Elgart stated that petitions for 2013-2015 officers are now available. They must be returned to her by 4 pm Friday, April 26<sup>th</sup>. An e-mail will be sent out to members informing them of the opportunity and requirement to be building representatives. The Association Membership drive will be in May this year. The increase in dues requires all members to fill out a new membership form.

## **PROFESSIONAL RIGHTS AND RESPONSIBILITIES**

Mike Sears was unable to attend the meeting. His report was presented by Matt Zucca. Mike has been helping members with issues related to non-renewals, maternity leave, and worker's compensation. He also attended the first two Superintendent Open Forum meetings.

## **BUILDING REPORTS**

The following reps asked questions, expressed concerns, or made statements on behalf of the membership in their buildings:

**Lomond** reported that Sue Alig will be leaving as principal of Lomond and Carina Robinson has been named the next principal.

The **Middle School** has been working on non-renewal questions and schedule changes.

## **OLD BUSINESS**

None.

## **NEW BUSINESS**

None.

## **FOR THE GOOD OF THE ORDER**

John Morris thanked Dollye Finney for hosting the meeting, which was her last meeting at Lomond. He reminded the membership of the Teacher Leadership endorsement opportunity.

The meeting was adjourned at 5:07 p.m.

**THE NEXT MEETING IS SCHEDULED FOR MONDAY, May 13, 2013 at Onaway.**

*Respectfully submitted,  
Matthew Zucca, Secretary*

## TESTING FACTORIES

*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.*

In the last half of the 19<sup>th</sup> century, as the idea of public education began to take hold in the United States, one goal of these new public schools was to prepare students for the growing industrial sector. Many schools were made to resemble factories, bells announced when students should move to their next class, shop classes were integrated into the curriculum and so on. The idea was to have a ready source of employees for the large factories that dotted the landscape. That system worked well into the 20<sup>th</sup> century until our economy became more service driven, valuing creativity and innovation. We changed our goals to become competitive with a growing industrialized world. The new focus was to have college ready students so they could further specialize in a field. Yet as teachers prepare students for college their efforts are undermined by mandates that punish both students and teachers for concentrating on the very skills that would help students succeed.

We have focused on testing as the answer to our educational issues. We now give standardized tests in most grades in several different curriculum areas. Next year, some of these tests will count as much as 50% of teachers' evaluations. The tests are given towards the end of the school year and the scores are not returned to teachers to help the students. The truth is the tests are not used to help students at all but really to punish the schools. Studies done by the Plain Dealer and others have shown that these tests correlate with socioeconomic class of the students in the school. Curriculums have been become regulated and so test focused that the natural creativity of the teacher and the curiosity of the students have been crushed. An idea born from a desire to help students has only led to

punishing them.

As the tests have grown so have the wealth of corporate education companies that have specialized in test creation, preparation and implementation. Companies, such as Pearson, have accumulated billions of tax dollars during the testing craze. These same companies have spent millions in lobbying fees to keep state legislators in their corner. Politically, the value given to teachers has never been lower. Instead, education corporations have the power and push to continue the testing craze.

After over fifteen years of testing in the State of Ohio, how have the tests served our children? What has it done to better public education? How has it led to recruitment of quality teachers? How has constant testing improved education?

The sad realization is that testing has led to a decline in good educational practices and created a generation of unimaginative test takers. Students today are less likely to take risks and more likely to demand they are told the one true answer. As adults, we all know that in life there is no true answer, just a spectrum of different choices. How do I explain this to my student while also stating that he/she needs to know that the Treaty of Versailles will lead to World War II or he/she will not graduate? I am constantly reminded about good educational practices when I talk to our colleagues at local private schools. Their focus is teaching their students curiosity, communication, collaboration and creativity. Many local private schools are implementing Design Thinking curriculums, which focus on problem solving for real world issues and encourage creative solutions. Removed from the constraints of the constant barrage of testing, these schools have focused on how to better serve the children they truly educate, while public schools have been forced to reduce creative programs and specials, which provide a well-rounded education. Gone are the shop classes of my childhood that taught me problem solving, creativity and the use of really scary machinery. Now we must focus on the courses that are tested.

Finally, teachers have begun to push back against this onslaught. Teachers in Seattle refused to give a test to their students because they felt it was frivolous. Teachers in Florida are suing the state for forcing them to accept test scores as part of their evaluation of students they never had. Yet the list is small and the need is great. Even with research stating

that many of these high-stake tests do not test what they were supposed to test and that are being used inappropriately, legislators continue the march towards standardization. We need to educate them. We need to contact them and explain the impact of their laws. Because of term limits, many of them were not in the Ohio General Assembly when these tests were first introduced. The fact is they probably do not understand what is happening in public education and need our help. Please contact them and let them know how the testing craze has affected our students.

Ohio Senator Nina Turner represents Shaker Heights in the Ohio Senate and can be contacted through her website:

<http://www.ohiosenate.gov/turner>

Ohio Representative Armond Budish represents Shaker Heights in the Ohio House of Representatives and can be contacted through his website: <http://www.ohiohouse.gov/armond-budish>

The following website can help you find the legislators that represent you if you live in another district:

[http://www.cleveland.com/datacentral/index.ssf/2011/12/ohio\\_house\\_and\\_ohio\\_senate\\_dis.html](http://www.cleveland.com/datacentral/index.ssf/2011/12/ohio_house_and_ohio_senate_dis.html)

**AG**

### **Letters to the Editor**

Dear Colleagues,

It is with great concern that I just learned that Woodbury's long sought additional instruction time is NOT to happen, which contradicts information released earlier this spring. I learned the news with the concerns of a

parent of an incoming Woodbury student, a teacher, a union member, and as a resident already concerned at our district's ranking below 800 in the value added formula, as printed in a recent *Plain Dealer* front page report, which affects property values and therefore property taxes.

As a **parent**, I am concerned because I expect that my child will need additional—or at least equal to the state average for 5<sup>th</sup> and 6<sup>th</sup> grade—minutes to learn the content required not only by the more challenging common core, but also by the MYP requirements of a World language as well as the technology (research project) requirements.

As a **teacher**, I am concerned, because I know from my education studies, reiterated yet again in last week's *New York Times*, that one of the basic predictors of student success is the length of the instructional day. Discounting minutes from our students sets them up for failure. As educators, we should avoid that at all costs.

As a **association member**, I am concerned that my colleagues at Woodbury are going to be evaluated on student progress with fewer hours—adding up to days over the school year—than their peers across Ohio teaching the same groups of students. This is unfair for Woodbury teachers.

Finally, as a **resident**, I have tracked the ratings of our district from many perspectives—as a graduate of this system, as a teacher in this system for now 17 years, and as a parent of a student in this system. While great efforts have been made to improve our 5<sup>th</sup> and 6<sup>th</sup> grade scores, these scores are constantly shifting due to the shifting demands of state mandates. Our students and our district deserve the opportunity to enjoy more time for productive instruction, learning and review. Research and common sense dictate that students' scores and learning outcomes will improve with a longer day.

In my experience, few determine a community's values by its bus schedules. Our values are in our schools. School instructional time needs to finally be counted as a higher concern in setting next year's Woodbury schedule.

*Sincerely,*  
**Sarah Davis,**  
*Social Studies teacher, high school*