

IMPORTANT DATES

Tuesday, February 25: BOE Work Session

Friday, February 28: No Classes, PreK-12 Conference Day

Monday, March 2: SHTA Executive Board Meeting

Saturday, March 7: *A Night for the Red & White* @ Hilton Cleveland Downtown

Monday, March 9: SHTA Representative Council Meeting @ Shaker Middle School.

SHTA *news*

February 18, 2020

Message From the President

On January 30th, I completed co-facilitating with District Equity Partner Erica Merritt the second of two community discussions of Ibram X. Kendi's *How To Be An Anti-Racist*, the most profound book on addressing racism that I have ever read. One of Dr. Kendi's primary tenets is that being an anti-racist means confronting racist policies, not just the symptoms of racism.

Racist policy, Kendi argues, is not simply about hate and ignorance. It is about maintaining power for privileged groups. The book primarily focuses on the subject of race, but Kendi discusses the intersectionality of gender, sexuality, and social class (among other identifiers). To be anti-racist is to be anti-sexist, anti-classist, anti-homophobic, and anti-transphobic as well. Likewise, it's not a permanent status. Anyone of any race can be anti-racist, or racist. Anti-racism is lifelong work. Being "not racist" is not enough. After over six hundred years of cultural racism surrounding us, we all face the "dual consciousness" of racism and anti-racism. The goal is to focus on the logic and action of anti-racism, that all people are equal, and value is never ascribed by race (or gender, or class, or sexuality). So, what does this mean to us as teachers and as a district and community that values equity?

To be an anti-racist in Shaker Heights Schools means that we must examine the policies that we have in place that perpetuate racial inequality. We need to address issues of access, opportunity, and equity. Who has the greatest access to enrichment, IB coursework, and AP classes in our district? Are there barriers in place that restrict access to our African American students? How can we remove these barriers and increase this access? Who has the most opportunity for foreign travel, SAT and ACT review, summer programs, and arts enrichment? How can we increase these opportunities for our African American students? How can we most equitably increase field experiences, supplemental learning, and educational support for our African American students? If we want to be an anti-racist school district and if we want to become equitable and truly value Black Excellence, this is the work that must be done. My experience in reading and discussing *How to Be an Anti-Racist* crystallized this awareness. I cannot more strongly recommend this book. It's not easy and the challenges it presents are great, but it provides a powerful rationale for our pursuit of equity in Shaker Heights.

Otherwise, my work as SHTA President continues into 2020. I worked on a member's schedule issue. I consulted on a member parental concern. I worked on a member's medical issue. I updated the SHTA Facebook page with Publications Chairperson Andrew Glasier. I updated the Cuyahoga County Educator Summit Facebook page. I spoke with Superintendent David Glasner weekly.

I conferred on safety issues at the Middle School. I worked on two EdChoice joint statements with administration. I would publicly like to thank Personal Rights and Responsibilities Chairperson Mike Sears and Past President Becky Thomas for attending the Insurance Committee meeting while I worked on the Cuyahoga County Educator Summit Steering Committee EdChoice Statement. I then attended the CCES Quarterly meeting with Treasurer Bill Scanlon and PAC Chair Cathy Grieshop. I emailed our State Legislators and the Governor twice. I communicated with administration concerning the transition to Spanish from Mandarin at the elementary level. I co-facilitated the second community read of *How to Be An Anti-Racist* by Ibram X. Kendi with Equity Partner Erica Merritt. I worked on a counselor concern at the elementary level. I worked on a special education issue at the HS with Special Education Chairperson Tito Vazquez.

I worked on a member concern at Woodbury with Representative Lee Appel. I worked with SHTA Support Teacher Chairperson Michael Wells and SHTA Lawyer Susannah Muskovitz on Support teacher concerns. I attended a Strategic Plan data meeting with Vice President Matt Zucca and Secretary Darlene Garrison with the administration and Resolute Planners.

Having the opportunity to work on issues relating to the preservation of our public schools, through the work on EdChoice, and the advancement of equity in our district, through our co-sponsored community reading, are two elements of my job as SHTA President that I strongly value. These opportunities allow me to work with our administration, our colleagues, and our community to continue to make Shaker Heights the place that so many of us want to work, live, and educate our own children. I would like to thank our administration, especially Dr. David Glasner, for his forward-thinking and open-mindedness as well as his collaborative spirit. I look forward to our work together as we tackle the challenges ahead. I would also like to thank all the officers, leadership, and members of the SHTA for being open and committed to this work as well. It is a pleasure and honor to serve you all. Never hesitate to contact me at x6033 or morris_j@shaker.org.

*Respectfully submitted,
John Morris*



Reports from the Executive Board

VICE PRESIDENT'S REPORT

This past month I attended the district's Leading For Equity workshops, along with SHTA Treasurer, Bill Scanlon and SHTA ST Committee Chairperson, Michael Wells. The 3-day workshop addressed challenging racial issues that face us as educators in Shaker Heights. It is my hope that this important work continues within the district with the support of the administration.

I encourage members to attend *A Night for the Red and White*. Please join in on an evening of dining, dancing, student performances and a silent auction in support of the Shaker Schools Foundation's Innovation Fund. If you were not one of the lucky members to be chosen from our drawing, please consider purchasing a ticket; remember staff will be offered a discounted price of \$100 for a ticket. *A Night for the Red and White* is Saturday, March 7, 2020, 7:00 p.m., at the Hilton Cleveland Downtown.

The SHTA's donation to the silent auction this year will be gift certificates to any of Edwin's four establishments in the Shaker Square area. I want to thank all of you who have made contributions to the Silent Auction. Thank you to Darlene Garrison for organizing the SHTA Red and White drawing and congratulations to our drawing winners.

The SHTA Teacher Fellowships recipients are encouraged to submit receipt documentation to collect reimbursement. This money can be used to enhance your professional development.

I continue to ask that you help and support each other. If you have any questions please feel free to contact me at #4692.

Respectfully submitted,
Matthew Zucca

SECRETARY'S REPORT

SHTA held the annual Raffle Ticket Drawing for *A Night for the Red & White*. This year, building representatives sold a total of 300 tickets. Four members were chosen to win a pair of tickets to attend this spectacular event. Three winners were from the High School; Molly Miles, Kyle Fleming and Joel Rathbone. One winner from Woodbury Elementary, Robert Bogner. Congratulations and enjoy your special evening on Saturday, March 7th at the Hilton Downtown.

Respectfully submitted,
Darlene Garrison

TREASURER'S REPORT

In January, I attended the book discussion of *How to be an Antiracist* by Ibram X. Kendi sponsored by SHTA and the District, and participated in the Leading for Equity Workshop. Our District is pushing for Equity in our buildings. I believe this is a good thing and I'd like to try to express why.

I was an Uber/Lyft driver during the 2016 RNC in Cleveland (which led to a slew of stories that I'd be happy to share at a different time). As a result, I ended up participating in a protest on day 1 of the RNC. As I was walking around the lot where the protest was taking place I saw a large wooden board, probably 10 feet long by 5 feet high filled with young black faces. Faces of young black citizens who had been killed by the police. Sorrowfully staring at those images was the moment it struck me – my son was 15 years old and I had never once talked to him about what to do if you get stopped by the police. I lowered my sunglasses as I started tearing up. If my son was black, I would have had that discussion with him when he was 9 or 10 years old. As much as I say I'm an open, loving person and I work hard to treat everyone equally, we live in different worlds. An African American man my age is a citizen just like me, but his life experience in this country we share is completely different.

The awareness of this discrepancy and the recent Equity work has made me stop saying, "Shaker is already addressing the race issue." We have AP classes that are mostly white and remedial classes that are almost all black. We need to challenge this disparity and do what it takes to change it. It's not going to be easy and it's going to require commitment from both the higher ups and our members, but if any District can do it, it's ours.

*Respectfully submitted,
Bill Scanlon*



**SHTA Officers at the
February
Representatives Council
meeting @ Shaker
Heights High School.**

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

In the last month, I assisted members with medical leaves, maternity leaves, sick days, FMLA, dental insurance, flexible spending accounts, unpaid ER claims, and IEP team member roles and responsibilities. If you anticipate going on an extended medical leave or a maternity leave that will include unpaid time, please contact me right away so I can review your options with you.

The insurance committee met in January. For the fifth year in a row, our self-insured dental premium with Anthem did not increase. For the third year in a row, our self-insured prescription drug premium with Medical Mutual did not increase. For the second year in a row, our self-insured major medical premium with Medical Mutual did not increase. While our share of the premium increased from 12 % to 13 %, it is excellent news that the school district's health insurance costs are stable at this time. One way to keep insurance premiums from accelerating is to be a smart consumer of specific medical care such as blood tests and MRI's. All employees who use Medical Mutual should create an online account with Medical Mutual through their My Health Plan portal. Once on your personal site, click on Resources and Tools. Under Tools, you will see:

Tools:

- [Nurse Line](#)
- [Find A Provider](#)
- [My Care Compare](#)
- [Getting Timely Care](#)

Click on **My Care Compare** and search for providers near you. I did a quick search for a Blood Lipid Panel Test (cholesterol) and found an independent lab in Beachwood that charges \$6. Some places affiliated with University Hospitals or the Cleveland Clinic charge as much as \$134 for the same test. While it may seem like an inconvenience to shop around for medical care, you are saving the school district money. This keeps costs from accelerating in the future and leaves more money in the district's budget for other resources. It also can save you money to shop around. When a test or procedure costs more than the contracted price with Medical Mutual, the member pays the difference. **Notice also the Nurse Line link under Tools. Call the Nurse Line before you go to an Emergency Room. If the Nurse Line tells you to go to ER, Medical Mutual has told us that your ER claims will be paid.**

In 2019, 113 employees used a flexible spending account for health care and 15 employees used one for dependent (child) care. In 2020, the number increased to 126 employees for health and 21 for dependent care. If you have never thought about having a flexible spending account, I strongly recommend considering it for 2021. You have a lot of time between now and the next open enrollment period (November 2020) to find out more about it. Here is a link to a document that explains how the account works for our employees:

https://seemybenefitsonline.com/client_sites/shaker/site/summaries/Notices-2019SPD-FlexibleBenefitPlan.pdf

Basically, an employee can set aside up to \$2,650 for health care expenses and \$5,000 for child-care expenses. Whatever amount selected is divided by 24 and deducted from each paycheck. This part of your income is not taxed. For health care expenses, you can spend the money before it is deducted from your

paycheck. For example, I already paid my daughter's 2020 orthodontist bill for her braces. With child-care, you can be reimbursed for before care, after care, summer camps, and early childhood centers as soon as the money leaves your paycheck and goes into your flexible spending account. Depending on your tax bracket, a flexible spending account can save you anywhere from twenty to thirty percent on your health care and child-care expenses. SHTA was the first bargaining unit to negotiate this benefit into our agreement with the Board. We know health care and child-care costs will continue to rise, so consider taking advantage of this service to save money on your taxes. For other details about our benefit plans, see:

<http://www.shaker.org/insurance.aspx>

I have been following the Ed Choice vouchers debate in the state legislature. Here is a link to a recent story about last Friday's testimony from Ed Choice advocates:

<https://www.statenews.org/post/edchoice-students-parents-speak-out-senate-plan-keep-change-program>

As the story shares, public hearings are continuing this week. Shaker.org posted this announcement to encourage public school advocates to testify:

<https://www.shaker.org/protected/ArticleView.aspx?iid=6YYU222&dasi=2Y0>

If you or anyone you know is able to go to Columbus one night this week to testify, it would be great because most of the testimony is coming from Ed Choice supporters who fear the scholarships won't be there for them next year. What could be forgotten by legislators without testimony from public school supporters is the local tax dollars being lost to pay private school tuition, and the negative impact that has on our public schools.

*Respectfully submitted,
Mike Sears, chairperson*

EVALUATION COMMITTEE

Greetings Everyone! I attended the OTES 2.0 workshop with Andrew Glasier, Megan Dora, and Director of Student Data & Accountability Chris Rateno to learn about the upcoming changes to teacher evaluation. I will continue to include information about changes, as well as decisions made by the Evaluation Committee. The committee will meet on February 20th to continue making decisions and planning for roll-out of OTES 2.0.

OTES 2.0

- The reason for revising OTES is to better support teacher growth as the focus for evaluation.
- There will no longer be a separate SGM that contributes to a teacher's final Evaluation Rating.
- Teachers will use a minimum of two sources of High Quality Student Data (HQSD) to develop student goals, plan for instruction, and to demonstrate student growth. This work is embedded in the Performance Rubric.
- The Professional Growth Plan will become a more central element of ongoing discussion and focused work as part of your conferencing with your evaluator.
- During a Formal Evaluation year, the first observation will be "holistic" and the second observation will be focused on specific goals for growth, as determined by observation reflections and evaluator feedback, as well as the Professional Growth Plan.
- Walkthroughs (AKA Informal Observations) will also focus on agreed upon goals.
- eTPES will no longer be used. The Ohio Evaluation System (OES) will become our platform for storing evaluation documents. All information on eTPES will be transferred in August.
- All evaluators will need to do a two day OTES 2.0 training in order to be an evaluator for the 2020-2021 school year, regardless of when you last re-credentialed.

Our district has been selected for an ODE Educator Evaluation Process Review this year. It is a review of 2018-2019 data. I will be meeting with Crystal Patrick and Erin Herbruck to discuss the process and requirements for the Review.

All teachers and administrators are expected to follow the committee agreed upon protocols for evaluation. Please be sure to forward any questions and concerns to me, any committee member, or your building representative.

*Respectfully submitted,
Lena Paskewitz, chairperson*

SPECIAL EDUCATION COMMITTEE

- I attended the SHTA Executive Board meeting
 - I spoke with a member to problem solve a Special Education issue.
 - I met with an Intervention Specialist about a peer.
 - I participated in conversation / correspondence with Chief of Staff Dr. Marla Robinson, Director of Pupil Services Elizabeth Kimmel and middle school principal Miata Hunter (email) concerning the vacant paraprofessional position in the Behavior Unit at the Middle School.
- I participated in a meeting with SHHS Administrative Staff, Director of Pupil Services Elizabeth Kimmel, Special Education 7-12 Supervisor Jennifer Currie, SHTA President John Morris, SHTA High School Rep. James Schmidt and SHTA member David Peake over a staff safety concern and student placement concern.
- I met with Director of Pupil Services Elizabeth Kimmel on 01/24/20 for the fourth of our monthly meetings, discussed and problem solved the following issues:

1. We collaborated to resolve concerns regarding the administration of Alternative Assessments; I was informed that there is a new process concerning the administering of the assessment which will now be primarily online. The Alternate Assessment will now be administered in parts beginning the students 9th grade year and, all parts must be completed by the end of the student's 11th grade year. The testing window will open up on February 18 and will close on March 17, 2020 at 4:00 P.M.
2. We discussed staffing concerns concerning a class at Lomond Elementary and possible support and solutions.
3. We discussed the process to raise concerns or questions about class placements for students with disabilities (SWDs).
4. If an Intervention Specialist cannot make the February 12, 2020 date, the district will provide an update inner district refresher training (at a location, date & time TBA).
5. We discussed caseload concerns.
6. We also discussed having SHTA and Pupil Services work together on a joint communication about what should and should not be put into email. We agreed to discuss this further at another meeting.

*Respectfully submitted,
Anastacio "Tito" Vazquez, chairperson*

PAST PRESIDENTS COMMITTEE

At the February meeting of the Board of Education, the public comment focused on the Wolfpack club and changes that had been imposed on it. According to my notes, twelve people spoke. Students spoke about the value of the club and the atmosphere it created which encouraged students to express themselves and explore

issues. Adults questioned the decision-making process that resulted in the restructuring of the club and the distress this caused their children. Both groups expressed concerns about the communications they received. My summary does not really capture the emotional nature of the student comments. As one student said, “Wolfpack was like my home and family and the restructuring felt like someone brought in a bulldozer.” Several parents felt an apology should be issued. It will be interesting to see if, this time, the administration agrees.

Also at the meeting was an update on Fernway, which is on schedule for completion this summer, and a Facilities Update which included a discussion of the foundation work that will be done on at least 6 buildings. It is expected that the foundation work will address the mold and water issues that have been a concern. At the January meeting of the Board of Education, Heather Weingart was elected President and Ayesha Bell Hardaway was elected Vice President.

I attended the Insurance Committee Meeting. This is the beginning of the third year with Medical Mutual of Ohio (Shaker switched effective January 1, 2018). For the second year in a row, health insurance premiums have not increased. For the fifth year in a row, dental insurance premiums have not increased. For the third year in a row, prescription drug coverage premiums have not increased. Note: the premium percentage did increase from 12% to 13% as per the bargaining agreement.

Finally, I attended the January meeting of the Finance and Audit Committee. My favorite quote of the evening was “We need a long-term facilities plan.” In the May 2019 issue of the Newsletter, I wrote an editorial entitled “Where’s the Plan?” Go to shtaweb.org and click on the top newsletters tab to access the May 2019 issue. My editorial toward the end of the issue. In it, I observed that the lack of a facilities plans impacted discussions about finances, staffing, equity, enrollment, the strategic plan and more. At the February board meeting, a brief mention was made that there was an *internal* long-term facilities plan process meeting. Hopefully, this process will become more transparent and more inclusive as it moves forward.

Respectfully submitted,
Becky Thomas, chairperson

POLICY COMMITTEE

This month’s policy focus is on By-Law II of our Constitution dealing with elections. **Section C** deals with the election of building representatives, and part 1 states:

Before the end of the current school year and not earlier than the 2nd of May, each building shall elect its representative(s) and an alternate to serve during the next school year. The current Building Representatives shall notify the members within their building of the date and location of the election no later than one (1) week prior to the vote. All ballots will be collected and sent to the Elections Chair for tabulation. The results of the building election shall be published by the Elections Chair, who will notify the members of each respective building of the outcome of the election. In the case of more than one representative, one shall be designated the Building Chair. The Elections Chair shall report the results of the election to the Secretary before the close of the school year.

As winter turns to spring, now is the time to consider your interest in participating in the SHTA representative council for the upcoming school year. Please contact your current building representative with any questions.

Respectfully submitted,
Tim Kalan, Chairperson

LEGISLATIVE COMMITTEE

EdChoice is an Ohio program that gives vouchers to students so that they can attend private schools. The vouchers are funded by tax money that had been designated for public school districts. Only districts with low-performing schools are charged for the vouchers. Since the standards used for grading schools have gotten tougher, the costs to public schools have been rising significantly, and are forecasted to rise even more. Two thirds of Ohio's districts have a failing school.

The Ohio Senate and House have been considering changes to the law. The Plain Dealer has published [quite a few articles](#) about this in the last few months. [One of the articles](#) quotes Shaker Heights Superintendent Dr. David Glasner. The deadline for students to apply to the EdChoice program (to get funding for next school year) was February 1, and the Ohio legislature has recently moved that deadline to April 1 to allow time for changes to the law. One issue is whether the program is designed to punish low-performing schools, or just help low-income students. There has been some chatter about not taking money from failing schools and instead funding the program through the state budget directly. This is an ongoing issue in the Ohio Statehouse, and the outcome is uncertain.

If you have ideas about where I should get the latest legislative news, please let me know.

*Respectfully Submitted,
David Klapholz, Chairperson*

MEMBERSHIP & ELECTIONS COMMITTEE

Payroll deduction for SHTA dues began with the October 1st paycheck - \$33 per pay for 10 pays. Most of our members' payment for dues will be complete after the February 16th paycheck deduction. Our organization has 476 SHTA and SHTA ST members!

Here is the breakdown by building:

Boulevard	31 total members
Fernway	30 total members
Lomond	41 total members
Onaway	36 total members
Mercer	33 total members
Woodbury	77 total members
Middle School	78 total members
High School	148 total members
District	1 SHTA member.

*Respectfully Submitted,
Chante Thomas-Taylor*

SHTA-ST COMMITTEE

As you are all well aware and have read in my previous executive board reports, substitute teaching is quickly becoming an immense concern throughout our district. Support teachers are being pulled to substitute more frequently and are unable to provide tier 2 services for their students with fidelity. Others are even being pulled

to different buildings to fill classroom vacancies. It's awfully difficult to close the achievement gap when you're only servicing your students once or twice per week.

During the monthly Superintendent Teacher Advisory Committee, I stated my concerns regarding the complete lack of consistency with the services being provided. My concerns were expounded upon by other teachers, and the administrators were receptive to brainstorming ways to resolve this growing concern. I look forward to seeing what changes our administration will be making in the near future.

As I previously mentioned in the January newsletter, I hope that all of you incredible support teachers will consider writing an editorial for our newsletter. Your voice is important, and it would be invaluable to have your perspective read and recognized throughout the district.

*Respectfully Submitted,
M. David Wells, Chairperson*

SHTA PAC COMMITTEE

This month I had the pleasure to attend the Cuyahoga County Educators Summit where I heard perspectives on educational issues, including EdChoice, from a variety of teachers' unions in Northeast Ohio. I am currently helping to organize a group trip to Columbus to address EdChoice. I also helped to write, address and organize postcards concerning EdChoice. I have ordered more postcards which will be available for people to use. Please contact me if you would like to organize a postcard writing group and I will send them to you. Please check out the OEA Take Action Page. Here you can write to the Ohio Senate to encourage them to support SB89. SB 89 addresses the issue of EdChoice vouchers by eliminating most new EdChoice vouchers and shifting the program to one based on family income. <https://www.ohea.org/>

This month I read the thought provoking book *How to Be an Anti-Racist* and participated in the community discussion on the ideas in this book. I highly recommend reading this book.

I continue to post articles to the [SHTA PAC Facebook page](#). I am trying to fill the page with articles to share information about so many educational issues which we need to pay attention to. There are links to find out about how presidential candidates stand on educational issues and how we can take action to make a difference. Voter registration deadline is February 18th- Insist that friends and family get out and vote in our primary election March 17th!
Every vote counts!

*Respectfully Submitted,
Cathy Grieshop, Chairperson*

SICK DAY TRANSFER COMMITTEE

If you are a member in need of this benefit, please send me an email (schmidt_j@shaker.org) and I will be happy to assist you in this process. If SHTA members in your school would like an explanation of this benefit and the donation process, please let me know via email and I will schedule a presentation in your building at a mutually agreeable time.

*Respectfully Submitted,
James Schmidt, Chairperson*

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING FEBRUARY 11, 2019, SHAKER HEIGHTS HIGH SCHOOL

SHTA President, John Morris started the February 10th Rep. Council Meeting at 4:31PM. **Eric Juli, Principal of Shaker Heights High School** welcomed SHTA to the High School. He introduced himself to the membership and wished us all a great meeting.

Alex Nicholson, Head Varsity Football Coach spoke to membership and introduced himself to all.

MINUTES from the January 13th, 2020 Rep. Council meeting, motion to accept minutes made by James Schmidt and seconded by Bob Bognar.

Administration Report Interim Director of Human Resources Crystal Patrick

- No Report

P.T.O. Report

- No representative present to give report

Officer's Report

President, John Morris

- Worked on a member schedule issue.
- Consulted on a member parental concern.
- Worked on a member's medical issue.
- Updated SHTA Facebook page with Publications Editor Andrew Glasier.
- Updated CCES Facebook page.
- Spoke with David Glasner weekly.
- Conferred on safety issues at the Middle School.
- Worked on two EdChoice joint statements with Administration.
- I would like to publicly thank Personal Rights and Responsibilities Chairperson Mike Sears and Past President Becky Thomas for their work on the Insurance Committee.
- Attended CCES Quarterly meeting with Treasurer Bill Scanlon and PAC Chair Cathy Grieshop.
- Worked on CCES Steering Committee Statement on EdChoice.
- Emailed State Legislators and the Governor twice!
- Communicated with Administration concerning transition to Spanish from Mandarin at the elementary level.
- Co-facilitated the second community read of "How to Be An Anti-Racist" by Ibram X. Kendi.
- Worked on Counselor concern at the elementary level.
- Worked on a Special Education issue at the HS with Special Education Chairperson Tito Vazquez and HS Head Representative James Schmidt.
- Worked on a member concern at Woodbury with Representative Lee Appel.
- Worked with SHTA Support Teacher Chairperson Michael Wells and SHTA Lawyer Susannah Muskovitz on Support teacher concerns.
- Attended Strategic Plan Data meeting with Vice President Matt Zucca and Secretary Darlene Garrison with administration and Resolute Planners.

Vice President, Matt Zucca

- Preparing Silent Auction Donation for *A Night for the Red & White*
- Worked on SHTA Fellowship Grant disbursements
- Please submit receipts to receive your fellowship grant reimbursement

- Attended Leadership Equity Workshop
 - Important program
- Attended Strategic Plan Data meeting with John Morris and Darlene Garrison

Secretary, Darlene Garrison

- *A Night for the Red & White* raffle is complete.
- A total of \$600.00 was collected from raffle tickets.
 - Boulevard 19 tickets
 - Fernway 0 sold
 - Lomond 39 tickets
 - Mercer 31 tickets
 - Onaway 22 tickets
 - Woodbury 37 tickets
 - Middle School 30 tickets
 - High School 122 tickets
- Four winners were selected, each will receive two tickets to the Night for the Red & White event.
- Winners: Molly Miles, Kyle Fleming, Joel Rathbone from Shaker Heights High and Robert Bognar from Woodbury Elementary.
- Attended Strategic Plan Data meeting with John Morris and Matt Zucca
- Please be sure to sign the attendance sheet.

Treasurer, Bill Scanlon

- Helped to get postcards mailed for the fight against EdChoice.
- Communicated with accountants to get tax documents signed.
- Attended the Cuyahoga County Educators' Summit with John Morris and Cathy Grieshop.
- Got W-2s out to people not being paid in our school district.

Executive Board Reports

Past President, Becky Thomas

- Attended the January Board of Education Meeting
 - Heather Weingart elected President; Ayesha Bell Hardaway elected Vice President
- Attended the Finance and Audit Committee Meeting
 - Fernway update included drone footage and interior video of the Fernway construction.
 - Facilities report - at least 6 buildings will have foundation work done which should address mold/water issues.
 - EdChoice - 15 to 16% of eligible students go to private schools which have remained steady.
 - Favorite quote "We need a long-term facilities plan."
- Attended Insurance Committee Meeting
- Will attend February Board of Education Meeting on February 11th.

Teacher Education, Lisa Hardiman

- No Report

Membership/Elections, Chante Thomas (Absent)

- No Report

Policy, Tim Kalan

- Helped members with behavior issues
- Helped members with evaluations

Evaluation, Lena Paskewitz

- Went to OTES 2.0 Training
 - No longer separate student growth measure
 - Teachers will use 2 pieces of high quality work to use for their evaluation
- Some revision of the rubric
 - Professional Growth Plan will be a central piece of discussion with teacher evaluation
 - Want a living document
 - 1st Observation will be holistic
 - 2nd Observation focus on specific goals
- eTypes will not be used after this school year
 - Evaluators will have to go through the 2-day 2.0 training.
 - The training is \$175 per person

Legislative, Dave Klapholz

- EdChoice, wondering if the law will be changed concerning this issue
 - April 1st is the new deadline on EdChoice
- Columbus Dispatch reported that 2 political parties have different views on how they interact with unions
 - Unions in Ohio are 50/50

Publications, Andrew Glasier

- Updated FB & Twitter Page
- Bought gift certificate for Holiday Outfit winner
- Connected Bob Bognar with Kelly Rogers from Banshee web hosting for eCommerce
- Editorial from Tim Kalan
- Sent Joel Rathbone to credit union for SHTA material left behind

Evaluation Committee

- Went to OTES 2.0

Social, Selena Brown

- No Report

Legal Aid, Cathy Grieshop

PAC report:

This month I:

- I had the pleasure to attend the Cuyahoga County Educators Summit where I got to hear a variety of union perspectives on educational issues including EdChoice.
- Helped to write, address and organize postcards concerning EdChoice.
- In my report, there will be a link to the OEA Take Action Page. Here you can write to the Ohio Senate to encourage them to support SB89. SB89 addresses the issue of EdChoice vouchers by eliminating most new EdChoice vouchers and shifting the program to one based on family income.
- This month I read the thought provoking book *How to Be an Anti-Racist* and participated in the community discussion on the ideas in this book.
- I continue to post articles to the PAC Facebook page.

Voter registration deadline is February 18th- Insist that friends and family get out and vote in our primary election March 17th!

Public Relations, Bob Bognar

- Working on Teacher Appreciation Gift

- Sold raffle tickets for the Night for the Red & White

Professional Rights and Responsibilities, Mike Sears

- Flexible Spending Account, employees not taking advantage of this service
 - It is now easier to submit receipts
- Medical Mutual Health Advocate will help find cheaper places for blood work and MRI
- Two Emergency Room appeals in the process right now
- Answered FMLA questions
 - FMLA unpaid days, you can have your paychecks pro-rated.
- Worked on a caseload issue for school psychologist

Special Education, Tito Vazquez

- Met with SHTA President John Morris and SHHS Head Rep. James Schmidt
- Met with Elizabeth Kimmel
- Met with Dr. Robinson, Miata Hunter and Elizabeth Kimmel to discuss Behavioral Center at the Middle School
- Dealt with caseload equity concerns
- Met with Middle School teacher

Sick Day Transfer, James Schmidt

- If you are running low on sick days, get your FMLA paperwork filled out and give me a call.
- Will come to your school building to talk about sick day transfer days and will walk you through the process

SHTA ST, Michael Wells

- Attended the Equity Workshop
- Met with John Morris and Lawyer Susannah Muskovitz on a Support Teacher concern

Building Representative Reports

Boulevard, Angela Anderson

- In need of paraprofessionals in our building. Principal Neal Robinson has been very supportive.
 - Skills Support Staff could benefit from training
- Roofing issues in two rooms. One was resolved and still working on the other room.

Fernway, Victoria Goldfarb (No representative present for rep. council meeting)

- No Report

Lomond, Donita Al Amin

- Drafted letter to Dr. Glasner in support of hiring Mr. George Clark for principiapl.
- Working with Mr. Clark - Special Education Support
- Dr. Glasner was in the building and we were able to communicate with him during his visit.

Mercer, Nicole Cicconetti

- Lack of substitute teachers is becoming an issue.
 - Mr. Florence is aware of this issue
 - Kids are not receiving extra specialized instruction
 - There are times when students only receive skills classes once a week

Onaway, Paula Klausner

- No Report but.....

- Would like to know the purpose of our SHTA membership cards. Do we really need them? Or can we save money by not having them?
 - John Morris said that the membership will look into ways that we can save with our membership cards.
- Coffee 319, will check on discounts when using membership cards at this coffee shop.

Woodbury, Angela Goodrum

- No Report

Middle School, John Koppitch

- There is a large and ever-increasing number of teachers who are reporting that the level of disrespect towards them is at the highest it has been in years. Teachers are stating that they are being verbally abused and are working in an unsafe environment for their mental wellness, and that tiered forms are being completed but the behavior doesn't change. They feel unsupported and disrespected on a daily basis.
- Teachers are still wondering why we are the only building in which teachers have required lunch duty responsibilities?
- Some teachers are feeling that they are being pressured into covering classes during their planning period.
- There have been concerns from (2) different departments with the special education students being placed into their classes without notice ahead of time. Also, some students who are required to have a support staff aide, are in these classes without an aide.
- Teachers are concerned that the expectation of simply being in the hallway is a deeply inadequate response to hallway conduct. At one time, students would alter behavior based on teacher presence; this is no longer true. Students will run by, shove past, and ignore adults in the hallway. This has also been observed when administrators are present. When approached, they are verbally disrespectful, defiant, and often walk away. Many times, the adult does not know the student's name, making it nearly impossible to address via the tiered forms.
- There are many students who are blatantly cutting classes with little or no consequences.

High School, James Schmidt

- Parking at the High School is an issue for teachers traveling from building to building. When they return to the high school, there are no spots left to park.
- Helped two members
- Attended some meetings

Old Business – None

New Business - None

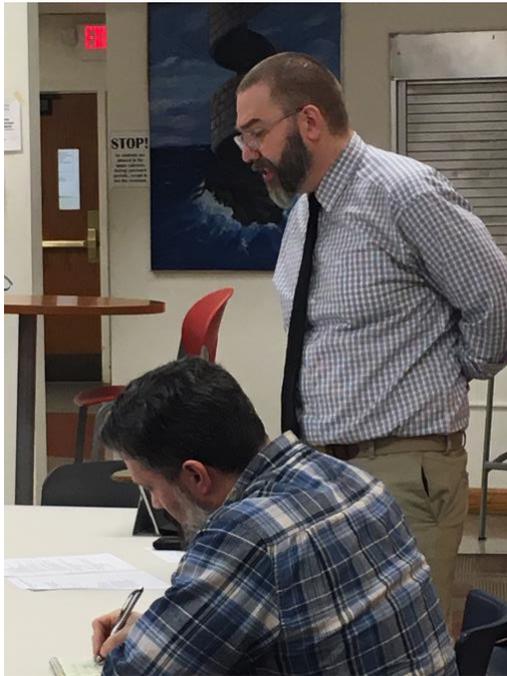
Good of the Order

- Thank you so much High School Reps. for a delicious soup and salad meal. Thank you for hosting our February meeting.

Adjournment

- Motion to adjourn meeting made by Paula Klausner and seconded by Aimee Grey
- Meeting adjourned at 6:17PM

*Respectfully submitted by,
Darlene Garrison
SHTA Secretary*



**The February SHTA
Representatives Council meeting
@ Shaker Heights High School.
Special thanks to SHHS
Representative Aimee Grey for
hosting the meeting**

DATA, DATA EVERYWHERE

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.

Data has become an obsession in education, and the preponderance of our curricular initiatives, professional development, assessment, and evaluations revolve around the collection and analyses of data. But like so much in politics and philosophy, what may start off as a sincere attempt to address a deficit or need, often devolves into ineffectual or misguided policies that at best lack efficacy, and at worst mask inadequacy by claiming success or progress where there is none. Data is information. It is the fundamental basis for all science and observation. It is an indispensable tool for decision-making. We use it to help improve learning outcomes, make instructional choices, and plan for the future. My concern has been the gradual evolution of data from a tool of utility, to a pseudo-science that wastes time, champions partisan goals, shapes spurious state policy, or is wielded at the convenience of faceless budgets. Sometimes just the collection of data is seen as a noble endeavor as if datum has some intrinsic value. Often the misuse of data is forced upon us by entities outside of the district. We are at the mercy of the federal and state governments, as well as corporate entities which insert themselves into our public institutions. Our current crusade against EdChoice illustrates some of the agony of data-use gone awry. But it is worth scrutinizing our attitudes about data collection in our own district.

We should be vigilant in our district about misplacing trust in the infallibility of data. Data can be misinterpreted and misunderstood. Data can be abused. Data can be misused or ignored. Data can be utilized for self-serving purposes. With the creation of our new strategic plan we have an opportunity to reflect on what data we use and how we use it. Is the data providing clarity and accurately measuring what we think or claim? Sometimes the most important data is the data we are not collecting or data we are collecting, but not using. Teachers collect reams of data, but the process of collection is often inefficient. Sometimes the data collected are not reviewed, or actions inspired by the data are not implemented. For instance, our buildings have frequently struggled with our transition to strict inclusion models, adopting the position that a student's least restrictive environment is the one in which they are virtually unrestricted. We have collected very little data on the effect that this has on those students. Is the general classroom environment always providing the benefit to those students that is currently just being assumed? Do we have data on how their classmates are affected? Data on the teachers? Data is collected in regards to behavior interventions all the time, but we have collected little to no data on the students and teachers who may be impacted by frequent disruption, distraction, and sometimes violence. How can we craft good policy without good information?

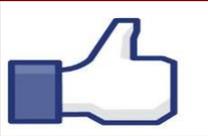
Sometimes the data we use is self-serving or incomplete. In many ways, our data collection in regards to our special education process is backwards. Instead of pinpointing needs and expediting help for students in need, teachers are often forced into a cumbersome bureaucratic loop which consistently wastes time and delays aid to those most in need. Sometimes even with empirical evidence, the data doesn't seem to translate into the expected help. I can speak of a classroom this year that has needed an aide due to the concentration of students on IEPs and unidentified students with special needs. Despite the evidence-based requests of the teacher and the principal, our top special education professional in administration maintained the position that the data did not support assistance. Educators familiar with this classroom clearly saw a need. What are our leaders in Pupil Services seeing? A cynic might say these decisions are driven in large part by costs. At the very least the data they are using is not in synchronization with the classroom. Data and its treatment should not be an obstacle to common sense solutions.

Data often represents and reflects the myopia of those who collect it. Data can be made to prove or disprove any position through sophistry, as some of our past administrators know well. Our district should start reflecting on

whether our hunger for data aligns with our mission. Admittedly a good deal of data collection is embedded in policy that we voluntarily elect, such as the International Baccalaureate, and much we do not, courtesy of the Ohio Department of Education. This is all the more reason to be circumspect concerning district focused data collection. The impending changes to our evaluation system will require a new process of applying student data to our teacher rubric. Let us make sure that our efforts are focused on the practical use of data for growth, and not as another excuse to compel educators to prove our accountability through specious numbers. These analytical issues could be addressed in a new strategic plan that compels some reflection in regards to the district's measurements. Our new superintendent has begun to chart a new direction for our district, and the focus on equity and black excellence could be effective initiatives addressing structural inequalities and institutional blind spots. Let us start off these efforts with a new approach to data collection and analysis. Let us create better systems that improve communication between stakeholders, create efficacy in our decision making, and eliminate obstacles to providing for those in the classroom.

Tim Kalan
Art Teacher, Lomond & Onaway Schools
Shaker Heights Resident & Parent

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