

IMPORTANT DATES

November 21 & 22: PreK-12
Professional Development Days (No
Students)

November 29: B.O.E. Work Session

December 5: SHTA Executive Board
meeting with New Administrators

December 13: B.O.E. Regular
Meeting

December 22: Winter Recess Begins

January 9, 2023: SHTA Executive
Board Meeting

SHTA *news*

November 21, 2022

ISSUE #3

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Message from the President

My 13-year-old daughter downloaded TikTok on my phone. This was partially because she wanted me to understand what she was talking about on a regular basis, and partly because she wanted me to see moments when I had been captured in a TikTok.

I was suspicious at first. My only forays into social media have been Facebook (an account created by a former student), Instagram (for photos of friends and family), and Twitter (not to post, but to “follow”). TikTok seemed like a blend of YouTube and the defunct Vine. How bad, or good, could it be?

I started to scroll through random videos without spending too much time on any one clip, until I saw a professional guitar player describing techniques for new players. The longer I watched, the more clips featuring guitar lessons, songs, and guitar players seemed to emerge. I wasn’t “liking” or “following” anything or anyone. The TikToks seemed to be emerging based on how long each video caught my attention. An hour later, I understood the platform’s allure. The algorithm for engaging TikTok’s users is invisible and instinctive.

Here’s the issue. The *Social Dilemma* author and Center for Humane Technology co-founder Tristan Harris, in his *60 Minutes* interview, describes the situation in China, where the app’s parent company ByteDance originates. The version of TikTok that the Chinese government allows up to age 14 (Douyin), is regulated by subject (only math, science, and educational subject matter) and has a time limit for daily usage (40 minutes). The international version our students regularly access is unregulated and has unlimited daily usage. Some of my students have admitted to spending two to three hours on the app in a single sitting. Even more telling, a survey of Chinese pre-teens found their number one aspirational career was “astronaut”, while the number one aspirational career for American pre-teens surveyed identified was “influencer”.

(<https://www.cbsnews.com/news/tristan-harris-social-media-political-polarization-60-minutes-2022-11-06/>).

All this being said, I am not an advocate for censorship. I also know that a recent survey of Chinese students found that almost none of them could identify “Tank Man” from the 1989 Tiananmen Square Massacre because the Chinese government wants to bury that event from history (<https://www.rfa.org/english/news/china/people-06032021105724.html>).

What I am saying, is that our challenge is cut out for us. Those of us who have attempted to use TikTok or Reels to engage our students know how daunting it is to keep them engaged with these familiar apps without having them distracted by their own personal pop culture interests. I think that knowledge is power when it comes to all things, especially as educators. And a world filled with TikTok distraction is one of the latest and most powerful recent innovations. Perhaps, we should be encouraging the influencers who create the next TikToks to embrace subject matter like the correct use of the semi-colon, or the works of Zora Neale Hurston? We can hope at least. It's a part of our job.

This month, I spoke with Superintendent Dr. David Glasner weekly. I updated SHTA and CCES Facebook Pages with Publications Editor Andrew Glasier. I attended Insurance Committee meeting with district leadership. I communicated with Vice President Darlene Garrison concerning a member in need of support. I spoke with Special Education Chairperson Tito Vazquez on member issues. I corresponded with SHTA lawyer Susannah Muskovitz concerning members legal concerns. I worked with SHTA PAC co-chairpersons Jessica O'Brien and Cathy Grieshop on PAC questions. Please like the SHTA PAC Facebook Page. I communicated with Human Resources Director Tiffany Joseph on personnel issues. I worked with Personal Rights & Responsibilities Chairperson Mike Sears on Grievance issues. I assisted a member with a supplemental pay issue. I answered member questions about the supplemental review process. I worked with a member on a personnel issue. I worked with an elementary member with considerable assistance from Fernway Representative Matt Zucca. I will meet with the SHTA Executive Board and New Administrators on December 5th. I will meet on Calendar Committee this coming Thursday and on December 14th.

We are, as always, headed into a new world of education and technology. As the SHTA, we are fortunate to have young and savvy colleagues who can keep us on top of the latest trends and changes. It's this group's power. I encourage you to engage with our newest members and find out what they know. They are priceless and will be the next generation of the SHTA. If I can help you navigate, feel free to reach out as well. You can find me at morris_j@shaker.org or x6033, but not on TikTok, yet.

Let me also wish you all a happy and healthy holiday season. We do not meet as Representative Council in December. However, we are always here to represent you and provide assistance with any contractual concerns. You will hear from us again in 2023!

*Respectfully submitted,
John Morris*

**IMPORTANT DATES
(continued)**

- January 10: B.O.E. Regular Meeting**
- January 13: PreK-4 Professional Day,
5-12 Clerical Day (No Students)**
- January 16: MLK Day (Schools Closed)**
- January 17: SHTA Representative
Council Meeting @ Mercer**



OFFICERS' REPORTS

VICE PRESIDENT'S REPORT

Congratulations to all of the recipients of the 2022 - 2023 Dr. Rebecca L. Thomas Fellowship Grant. Each of the winners will receive \$100 to use for their personal professional development. The grants may be used towards any of the following activities:

- Professional Workshops
- Seminars
- Professional Conferences
- College Course work
- Membership fees for professional associations (Does not include SHTA)

Fellowship Grants may not be used for classroom materials, supplies or special projects.

Dr. Rebecca L. Thomas Fellowship Grant 2022 - 2023 Recipients

High School/IC	Middle School	Woodbury	Boulevard
1 Brian Berger 2 Travis Cox 3 Amy Fogerty 4 Anne Hay 5 Yvonne Hortsman 6 Karen Howson 7 Donna Jelen 8 Cathy Lawlor 9 Caroline Markel 10 Kerry O'Connor 11 Kimberly Ponce de Leon 12 Eileen Roberts 13 Linda Roth 14 James Schmidt 15 Michelle Shaffer 16 Emily Shrestha 17 Robin Sweigert	1 Suzanna Adkins 2 Mallory Bendezu 3 Jeremy Bishko 4 Beth Casey 5 Kathy Manning	1 Robert Bognar 2 Betsy Brindza 3 Deanna Clemente-Milne 4 Lauren Goodman 5 Kristina Hayward 6 Shyla Nims 7 Stephanie Smith 8 Chante Thomas	1 Kathy Eagleton 2 Juliann Ely 3 Caitlin Kempton 4 Megan Loomis

Fernway	Lomond	Mercer	Onaway
1 Jocelyn Dietz 2 Karmi Moldovan	1 Mary Bourisseau 2 Tanutda Devine 3 Jill DiPiero 4 Penny Flynn 5 Ian Rice	1 Nadia Chaudhry-Chowdhry 2 Nicole Cicconetti 3 Robyn Feinstein 4 Laura Pope 5 Eileen Sweeney	1 Chelsea Lopez 2 Chelsea Nimmo 3 Susanne Peterjohn 4 Laura Robbins 5 Ciera Whitsett

Thank you to all 87 SHTA members who submitted a Fellowship Grant application. I am thrilled that our Association can support so many members pursuing their professional goals.

Since the last time we met, I attended two Board of Education (BOE) meetings. At the October 12th BOE meeting, Middle School principal Michelle Hughes opened the meeting with two students. Director of Student Data Systems & Accountability, Dr. Chris Rateno presented the board with the latest enrollment data which does show a decrease in enrollment. SHTA member Peg Rimedio was honored at the BOE meeting. Her retirement was announced after 54 years of service to Shaker Heights City Schools. Woodbury Principal Eric Forman and students shared the school focus with the Board, “Ubuntu”, *I am because you are* at the November 8th meeting. Treasurer Bryan Christman shared the 5-year Forecast and stated that we will have a levy on the ballot in 2024.

On November 2nd, I attended the kick-off meeting for the annual *Night for the Red and White*. I am working with the Shaker Schools Foundation as the Teacher Liaison for this spectacular event. In the past, teacher donations to the Silent Auction were the most popular. I would like to encourage members to consider donating to this year’s Silent Auction. All proceeds collected are all given back to our students. The *Night for the Red and White* will take place on Saturday, March 18th at the Cleveland Hilton Downtown.

Enjoy your professional development days and have a wonderful Thanksgiving Holiday with family and friends.

Respectfully submitted,
Darlene Garrison

TREASURER’S REPORT

I am really looking forward to this Thanksgiving break. Even though this year so far has gone smoothly without as much chaos as past years, this is a much-needed break before the end-of-semester push. One of the reasons this year has gone so smoothly is because of the hard work of our Association. I see my SHTA colleagues taking on leadership roles in the interest of looking out for each other and looking out for our schools in general. I am continuously impressed with our SHTA leadership team. But these reassuring observations also give me pause, because of my concern for the future. How many more years does our leadership team have in them? Currently, the day-to-day operations of our Association are in very good hands, but that doesn’t mean we shouldn’t be pushing for members to become more active. We need to keep the future in mind and get more young members involved.

This month I communicated with our accountants to finalize the audit of our books. Our financial report is included.

Respectfully submitted,
Bill Scanlon

The SHTA PAC is on  .  @

[PAC of the Shaker Heights Teachers Association](#)

Shaker Heights Teachers' Association	
Balance Sheet	
As of November 16, 2022	
	Total
ASSETS	
Current Assets	
Bank Accounts	
Key Bank (checking)	136,296.66
Key Bank Aisha Trust	0.00
Key Bank Investments	0.69
Key Investments2	0.00
Total Bank Accounts	\$ 136,297.35
Other Current Assets	
A/R - Aisha Trust	-2,225.43
Edward Jones 13760-1-1	536,434.99
Edward Jones 13768-1-3	881,533.72
Uncategorized Asset	0.12
Total Other Current Assets	\$ 1,415,743.40
Total Current Assets	\$ 1,552,040.75
TOTAL ASSETS	\$ 1,552,040.75
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	
Equity	
Opening Balance Equity	0.00
Retained Earnings	1,560,348.75
Net Income	-8,308.00
Total Equity	\$ 1,552,040.75
TOTAL LIABILITIES AND EQUITY	\$ 1,552,040.75

Shaker Heights Teachers' Association	
Profit and Loss	
July 1 - November 16, 2022	
	Total
Income	
Income	0.00
Member Dues	47,916.00
Total Income	\$ 47,916.00
Investments	0.00
Change in Value in Edward Jones	-28,997.65
Edward Jones-Fees & Charges	-2,620.05
Total Investments	-\$ 31,617.70
Total Income	\$ 16,298.30
Gross Profit	\$ 16,298.30
Expenses	
Operations	0.00
Accounting	9,399.20
Banking	0.00
Total Accounting	\$ 9,399.20
Compensation	1,623.02
Conferences & Meetings	1,615.95
Executive Board	100.00
Fellowships & Grants	1,355.00
Insurance	5,419.00
Legal	4,034.13
Officers' Expenses	200.00
Public Relations	486.00
Publications	44.00
Social	330.00
Total Operations	\$ 24,606.30
Total Expenses	\$ 24,606.30
Net Operating Income	-\$ 8,308.00
Net Income	-\$ 8,308.00

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

The Insurance Committee met on October 18 and discussed both open enrollment and the increasing costs of health care. Look for an announcement from Human Resources in December with more specific details about premium increases beginning January 16, 2023.

The Supplemental Committee met on November 2 to approve new proposals. If any members started new clubs or activities, they should check with their principals first about being approved for a supplemental contract. Once approved by a principal, members can email Human Resources Specialist Stacy Poole (poole_s@shaker.org) to request an application for a new supplemental contract.

Human Resources Benefits Specialist Nellie Trier Brown updated a presentation about maternity leave considerations. The slides can be found on the right side of the Insurance and Benefits website, or [HERE](#). I recently sent this presentation to members who are pregnant and I also had phone meetings with them to answer their questions about FMLA. Nellie and I also communicated about a couple current FMLA situations and we were able to help two new mothers extend their leaves of absence.

Employee weekly newsletters recently mentioned a large amount of absenteeism on Mondays and Fridays. If you have to schedule a doctor's appointment for yourself or a child, consider the custom illness day option on Frontline. With this option, you may leave your building two hours before the contract day ends for an appointment. You will only be charged with 0.25 sick days, and you will be helping with your building's staffing challenges.

In October, I represented a member regarding a disciplinary investigation. In November, I attended both the SHTA Executive Board and Representative Council meetings. During the past month, I also spoke to Assistant Director of Buildings and Grounds Sean Brown about a water leak in a classroom at the Middle School. I am currently helping a member file a grievance.

*Respectfully submitted,
Mike Sears, chairperson*

EVALUATION COMMITTEE

Greetings! I just had the pleasure of meeting with the Evaluation Committee. Human Resources Director Tiffany Joseph and I co-facilitate the committee, which has an equal number of teachers and administrators. I continue to be encouraged by the open dialogue, thoughtful problem solving, and action that members of the committee take part in during meetings, in addition to the support they give colleagues across the district. Here are some highlights of our meeting and other essential information.

The Annual Professional Growth Plan, or PGP, was due to be completed by October 15. We have been completing these for years now, although the expectations have changed over time. Remember when SMART goals were the big thing? While data will continue to be a needed component of many growth goals, it is not the main component. I wrote my professional growth goal about improving my co-teaching skills because I am now working more closely with an Intervention Specialist. The goal matches my professional learning needs. Goals that focus specifically on student achievement are also important. It is constantly on our minds and drives our decisions, planning, instructional strategies, and interpersonal interactions. Writing

a goal down, sharing it with your evaluator, and reflecting on it during and after the year has benefits, when approached and supported effectively. The committee discussed growth goals today at length, as there have been changes over the last couple of years. We discussed the importance of goals being about professional learning the teacher needs or feels will improve their practice. My goal would fit in this category. Student achievement goals that include data from assessments and/or student work are the other category. This year, you may have written one or the other, both, or two of one kind. You do not need to change or add to your goals at this time. While educators are always allowed to add additional goals at their discretion, please be sure you have written at least one professional learning goal or student achievement goal in the Ohio Evaluation System (OES). Next year, one of each type of goal will again be required.

High Quality Student Data (HQSD) is the “new thing” this year. I want to first remind you that the effective use of data in your practice is the contributor to your rating, rather than a rating based *solely* on student growth or achievement. That being said, there are two elements of the rubric that specifically address HQSD and achievement.

The teacher thoroughly and correctly analyzes patterns in at least two sources of high-quality student data to develop measurable and developmentally appropriate student growth goal(s) and monitors student progress toward goal(s). (Focus for Learning, Skilled)

The teacher uses at least two sources of high-quality student data to demonstrate growth and/or achievement over time, showing clear evidence of expected growth and/or achievement for most students. (Assessment of Student Learning, Skilled)

It is important that we understand the shift from a system that takes student data and spits out a rating (Think SLO and SGM) to one in which the use of data by the educator and discussions with their evaluator determine the ratings.

HQSD measures should be indicated on OES by clicking the High Quality Student Data tab that is under the Professional Growth Plan tab. The HQSD menu will continue to be updated by the committee as additional measures that meet the criteria are submitted or are adopted by the district. Please be sure to indicate two separate measures. To add a second measure, click the + Add Measure tab. Please note - IB Rubrics may be used for both measures in many situations, but should be indicated twice on OES.

Full Cycle Evaluations will consist of a holistic observation, followed by a conference to identify individual focus area(s) and support needs. The walkthroughs and second observation will be opportunities for evaluators to see growth in focus areas, as well as observe other areas of the rubric. It is NOT necessary (or effectively possible, in my opinion) for all areas of the rubric to be observed during any one lesson.

If your OES profile indicates “Rating Carried Forward,” you are in an off-cycle evaluation year. An off-cycle evaluation consists of one lesson observation followed by a conference and discussion of progress towards meeting PYP goal(s).

It is the responsibility of the evaluator to initiate communication regarding observation and conference scheduling. All evaluators should have been in contact with educators they are evaluating this year already. This is true for both administrative evaluators and peer evaluators. If you are an evaluator and have not been in contact with someone you are responsible for evaluating, please do so immediately. Please remember that observations should be scheduled at *mutually* agreed upon days and times.

Please refer to the [Evaluation 2022-2023](#) slide deck for more information. Be sure to utilize the resources on slide 26. The “Navigating OhioES” videos may be of particular help to those who are having trouble.

As always, I am here to help answer questions and navigate any part of the evaluation process with you, as are all members of the committee.

Respectfully submitted,
Lena Paskewitz, chairperson

SPECIAL EDUCATION COMMITTEE

For the past month, I have represented members of the Exceptional Children Department at Shaker Heights High School over a paraprofessional concern. I have answered questions from special education and general education teachers concerning students' IEP's both during and after the work day. I represented a member in a mediation meeting concerning an ongoing concern with district administration and communicated with Human Resource Director Ms. Tiffany Joseph to solve a member's concern.

I communicated with Special Education Department Chairs and attended all Special Education Department Meetings at Woodbury, SMS and SHHS. I worked with SHTA President Dr. John Morris over members' concerns.

I met with the Director of Exceptional Children Elizabeth Kimmel in the third of our monthly meetings to discuss concerns/issues to improve the functioning of the Exceptional Children Department and have communicated with special education 7-12 supervisor Jennifer Currie concerning various questions, comments and concerns that arise throughout the district.

I have been in the planning discussion with Dr. Nicole Patterson, Ph.D. concerning upcoming events for the Black Teachers Task Force. I am participating in the Exceptional Children's Leadership Team led by Dr. Denise A. Snowden, Ph.D. with various district administrators and educators and in a mediation with high school SHTA members and administration.

Respectfully submitted,
Anastacio Tito Vazquez, Jr. M.Ed. Chairperson

POLICY COMMITTEE

As we approach our Professional Days, and with it our Equity & Instruction Summit, we can take this opportunity to consider how our Association can contribute to the district's efforts to make our school community a more equitable space. To that end, the newly added section **P. Diversity, Equity and Inclusion** from **BY-LAW V STANDING COMMITTEES** in our constitution states:

There shall be a Diversity, Equity and Inclusion Committee whose responsibility shall be to report concerns to the Executive Board. The Diversity, Equity and Inclusion Committee will review and present issues to the Association concerning district policy in order to maintain consistency with state law, the contract, and the current procedures and programs of the Association.

If you have any questions, or are interested in helping create the new structures with which we will be using to deliver a great experience to all our students, don't hesitate to contact me or our first SHTA Diversity & Equity Chairperson — Dr. Angela Goodrum!

Respectfully submitted,
Tim Kalan, Chairperson

MEMBERSHIP/ELECTIONS COMMITTEE.

At this time, we have 457 members of SHTA. I will be sending SHTA membership cards to the head building representatives before winter break. I will attach my most current building spreadsheet to be used for distribution. Please alert me to changes or corrections that need to be made to the building rosters.

The 2022-2023 Elected Representative Council Members are:

Boulevard - Cathy Grieshop

Onaway - Paula Klausner

Fernway - Victoria Rosen, Matt Zucca

Lomond - Jill DiPiero, Steve Smith, Veronica Malone

Mercer- Nicole Cicconetti, Cathy Richards, alt

Woodbury - Stacey DeYoung, Aquita Shepherd, Lee Appel

Middle School- John Koppitch, Erika Pfeiffer, Matt Klodor

High School – James Schmidt, Brian Berger, Jessica O'Brien, Tod Torrence, Aimee Grey, Enid Vazquez, Kim Roberts, Joel Rathbone

Innovation Center - Linda Roth

May your blessings be multiplied this year and throughout your life.

Happy Thanksgiving Wishes to all of You!

*Respectfully submitted,
Chante Thomas, chairperson*

DIVERSITY, EQUITY & INCLUSION COMMITTEE

What is in your backpack? What bias, stereotypes, and racist beliefs do you carry into the classroom? Although there have been conversations throughout the district, it is evident that some teachers are unaware or unwilling to reflect on their practices. “One school leader shared that some teachers understand the implicit biases they have and how it affects their interactions with Black students, while others do not” (Black Educators Advocacy Network).

If you want to make a difference in the lives of Black and Brown students, you will need to respect the Black and Brown teachers you work alongside each day. I have attached a link that is enlightening and educational. Black Educators Advocate Network discusses the importance of Black Educators. [BEAN Seen and Affirmed: What Black Educators and Students Need to Thrive FINAL Report](#). The report states the districts need to be intentional about hiring more Black and Brown teachers, provide opportunities for Black teachers to be heard and affirmed, and provide leadership opportunities for them.

In the article, the authors also make recommendations for best practices to help Black students thrive. These include engaging parents as co-teachers in their child’s education, creating opportunities for black students to build community and support each other, and have high expectations and provide rigorous content for Black students. It is a short but informative read.

*Respectfully submitted,
Angela Goodrum*

SHTA PAC COMMITTEET

The Ohio State Legislator is at it again, trying to have non-educators decide what is best for our schools. On November 15, Senate bill 178 was introduced into the Senate and assigned to a committee. The bill would weaken the State School Board and create a governor-assigned cabinet to oversee education in Ohio. We will keep an eye on this bill!

Our SHTA PAC Take Action page is almost ready to be live! This one-stop page where you can learn about important issues and act. It will be located on the [SHTA](#) website soon!

Thank you to everyone who signed the petition against the hateful bill, [Ohio House Bill 616](#). If you haven't signed yet, please do, our diverse students need you.

Thank you to everyone who took action before this November's election. So many people gave their time and energy to pass out yard signs and literature. They emailed and called friends to share their views on issues and candidates, volunteered for a candidate or organization, donated money, and most importantly, voted.

"Somewhere inside of all of us is the power to change the world."-Roald Dahl

*Respectfully Submitted,
Cathy Grieshop & Jessica O'Brein*

PUBLIC RELATIONS COMMITTEE

As the Public Relations chairperson, I have created an advertisement to congratulate National Merit Scholars. This advertisement will be posted in the winter edition of the *Shaker Life* Magazine. I have authorized advertisements in the high school yearbook, the *Gristmill*. All SHTA Shirt orders have been distributed to building representatives. Thank you for your orders.

*Respectfully Submitted,
Bob Bognar*

SICK DAY TRANSFER COMMITTEE

A member was approved for the Sick Day Transfer Program. I will begin working with the head representative for that building to solicit sick day donations for that member.

*Respectfully Submitted,
James Schmidt, Chairperson*

LEGISLATIVE COMMITTEE

Ohio Capitol Journal is [reporting](#) on legislation in the Statehouse that would eliminate the Third Grade Reading Guarantee. Ohio House Bill 497 has already passed, and the bill is now in the Ohio Senate.

On Monday, October 31, the United States Supreme court heard [arguments](#) in a case that might end Affirmative Action.

When Donald Trump was President, his administration took steps to limit the scope of Title IX. In June of this year, under President Biden, the Department of Education has undone those limits and has expanded the rights spelled out in Title IX to include rights for Trans students. The Ohio Board of Education is considering not accepting the extension to Trans students. The story is [reported](#) in Ohio Capitol Journal.

*Respectfully Submitted,
David Klapholz*



MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

SHTA President, John Morris started the October 10, 2022 Representative Council Meeting at 4:34 PM. **The meeting took place at Boulevard Elementary School.**

Neal Robinson, Principal of Boulevard Elementary School, welcomed everyone. He said that Boulevard is off to a great start and he hopes that everyone's year is going well. He said that the job that teachers do makes a difference in students' lives each and every day. He gave a special shout out to Boulevard SHTA Head Representative, Cathy Grieshop, and said he appreciates how well they work together.

A motion for approval of the MINUTES from the October 10, 2022 Representative Council meeting was made and seconded.

Administration Report

Director of Human Resources, Tiffany Joseph was present for the Representative Council Meeting. She reminded members that December 1st is the deadline for tuition reimbursement. She thanked Professional Rights and Responsibilities Chair, Michael Sears, for working on the Supplemental Committee. All supplementals are out except for those that are on the December Board of Education meeting agenda. HR is searching for a MAC Scholars coordinator and a DEI student coordinator.

P.T.O. Report

PTO President Erica LoPresti introduced herself to the SHTA Representative Council. She has three children in The Shaker Heights school district. She said she understands teachers because before she was a mother, she was a teacher. She is looking forward to speaking with teachers about concerns. She looks forward to helping teachers.

Officers' Reports

President, John Morris

- Spoke with Superintendent Dr. David Glasner weekly
- Updated SHTA and CCES Facebook Pages with Publications Editor Andrew Glasier
- Communicated with Vice President Darlene Garrison concerning a member in need of support
- Communicated with Special Education Chair Tito Vazquez on member issues
- Communicated with SHTA lawyer Susannah Muskovitz concerning members legal concerns
- Communicated with SHTA PAC co-chairs Jessica O'Brien and Cathy Grieshop on PAC questions. Please like the SHTA PAC Facebook Page
- Communicated with HR Director Tiffany Joseph on personnel issues
- Worked with PR&R Chair Mike Sears on grievance issues
- Assisted a member with a supplemental pay issue
- Answered member questions about supplemental review
- Worked with a member on a personnel issue
- Worked with an elementary member with considerable assistance from Fernway SHTA Representative Matt Zucca
- Will meet with the SHTA Executive Board and New Administrators on December 5th
- Will meet on Calendar Committee this coming Thursday and on December 14th

Vice President, Darlene Garrison

- Attended the November 8th and listened to the October 12th Board of Education Meeting.
 - Principal Michelle Hughes from the Middle School opened the October 12th meeting with two students. The students shared that they are having a great year except for not being able to receive extra after school help for academics.
 - During the October BOE meeting, Director of Student Data Systems & Accountability Dr. Chris Rateno presented the board with an updated enrollment report as of October 6th.
 - Enrollment is down from last year by 91 students. There were 411 graduates in 2022 and the district did not enroll as many students for kindergarten or first grade.
 - There is a steady decline in enrollment in most neighboring school districts. Except for Warrensville Heights. Dr. Rateno stated that they are probably seeing an increase in enrollment because of the new school facilities.
 - SHTA member Peg Rimedio is retiring after 54 years of service.
 - During the November 8th School Board meeting, principal Eric Forman along with two students shared the theme for Woodbury Elementary School “Ubuntu” - “I am because you are.”
 - Treasurer Bryan Christman presented the 5-year forecast sharing that there will be a 6.9 levy in 2024. Although he felt that the 6.9 would not be enough.
- I introduced the Hall of Fame inductees at the October 15th Shaker Heights Alumni Hall of Fame Banquet.
- I attended the November 2nd Night for the Red and White kick-off meeting.
 - Brainstormed the possibility of a “Come as you are” event to attract more people. For example: jeans, tennis shoes, sport jacket or Sneaker Ball.
 - The event is on Saturday, March 18th at the Cleveland Hilton Downtown.
- Discussed a possible grievance for a member with Professional Rights & Responsibilities chair Mike Sears and President Dr. John Morris.
- Attended the November SHTA Executive Board Meeting at Fernway Elementary.
- Collected names for the Dr. Rebecca L. Thomas Fellowship Grant
 - Used *Wheel of Names* to select winners.
 - Fifty-one members were selected (I didn't realize that I spun the wheel one too many times!).
 - 17 members were from the High School and the IC
 - 5 members from the Middle School
 - 8 members from Woodbury
 - 4 members from Boulevard
 - 2 members from Fernway
 - 5 members each from Lomond, Mercer and Onaway
 - Congratulations to all fellowship recipients and please remember that grant money may be used for the following:
 - Membership dues to educational professional organizations
 - Books for professional learning
 - Recommendation Books shared by our DEI Committee Chair
 - Graphic Drawing Tables
 - Subscriptions to professional journals
 - Fees for college classes

Secretary, Lisa Hardiman

- Participated in Mercer’s first Building Committee meeting along with head representative Nicole Cicconetti and Mercer’s principal, Roneisha Campbell.
- Second Building Committee meeting scheduled for November 17th

- Talking with Specials' teachers about this year's schedule with no time between classes. Not only has the district cut their time this year, there is no time between classes for wrap-up and preparation
- Discussing issues with district cutting back PK-12 teachers' planning time by 50 minutes this year, but expectations are increasing with no time to fulfill them
- Clarified role of instructional coaches when visiting classrooms

Treasurer, Bill Scanlon

- Paid bills
- Got an audit squared away with our accountant
- Met with investments committee in October and made small changes
- Passed our financial report to representative council

Building Representative Reports

Boulevard—Cathy Grieshop

- Thank you to Principal Neal Robinson and Jennifer Goulden for all their work to prepare our staff for the IB evaluation visit. Day 1 of our evaluation has gotten off to a smooth start despite having a large amount of absences in the building.

Fernway-Matt Zucca

- Assisted and supported a member
- Expressed building concerns at the Building Committee meeting
- Assisted a member with ongoing climate control concerns; district has sent people out to help but did not fix the problem

Lomond-Veronica Allen

- Met with Lomond Principal, George Clark regularly
- Participated in Day 1 of International Baccalaureate self-study visit

Mercer-Nicole Cicconetti

- Thanks for the thorough preparation for IB self-study
- Attended 1st Mercer Building committee meeting; recorded notes & provided notes to the staff
- Will be attending the second meeting this Thursday; I sent the current agenda notes to all SHTA members in order to check if there were any additions, edits, and/or inquiries
- Communicated this month with Principal Roneisha Campbell, regarding any concerns for the building
- Waiting for one last SHTA member to be paid for room move

Onaway—Paula Klausner

- Met with Principal Dora Bechtel and the Building Committee for first time in October
- Principal Dora Bechtel and IB Coordinator Denise Brown worked so hard and did such a great job preparing everyone for the IB evaluation and self-study.
- Discussed with SHTA Policy Chair Tim Kalan and the preschool teachers about a letter the preschool staff is writing for the SHTA newsletter concerning staffing, administration's leadership of the preschool program, and the responsibilities of preschool staff members.

Woodbury—Stacey DeYoung

- Met weekly with principal Eric Foreman discussing problem solving issues that arise.
- Woodbury just had our first Building Committee meeting on Monday, November 14th

Middle School—John Koppitch

- Met with principal Mrs. Michelle Hughes to discuss the tardy reporting process and the current referral process. Mrs. Hughes responded by instituting new consequences for tardies and posted the referral process for staff in the weekly bulletin. Mrs. Hughes has also offered to present the new referral process to the staff in a meeting.
- Met with Mrs. Hughes about a ceiling water leak in a classroom. Mrs. Hughes responded by contacting custodian Mr. James Dean and Director of Buildings & Grounds David Mr. Boyer directly.
- Followed up with Mrs. Hughes on the list of teachers who are eligible for tenure this year. Mrs. Hughes stated that these teachers would have their first observation conducted by the end of November.
- Mrs. Hughes did respond to the request of an alternative building committee time by offering a before school meeting time.
- I represented two members in fact finding investigations.

High School—James Schmidt

- Continue to meet weekly with principal Mr. Eric Juli to work on SHTA matters at the High School.
- Anxiously awaiting the schedule for our “intersession”(?) weeks in January. A draft has been released to department chairs and we are hopeful that it will be finalized shortly so that teachers can begin planning.
- Thank you to our administrative team for their support of faculty and students related to the police incident on campus on our second conference day, the episodes of student violence in school earlier in that week, and another tragic event involving one of our students. We sincerely appreciate these efforts to provide a safe and secure building for all students, faculty, and staff members.

Innovative Center--Linda Roth

- Had our first Building Committee meeting on Monday, 11/ 7/22 and it included all six IC teachers and administrator Matt Simon. We discussed the need for a new contract language or an MOU that clarifies the IC’s model for personalized, project-based learning as well as the IC’s advisory system and what this means for how many students an IC teacher can support.
- We recently became aware that the Youth Center has taken an office at the Stephanie Tubbs Jones Building, where The IC operates. Historically, the Youth Center has served students who were expelled or suspended from Shaker Schools. The IC is a school in Shaker Schools, and therefore there should be no expelled or suspended students in our building. Mr. Simon has voiced this concern to district leadership, and our understanding is that expelled or suspended students who are receiving services from the Youth Center will be receiving those services in the Youth Center’s office space at Eastlake church.

Executive Board Reports

Publications—Andrew Glasier

- Sent emails to members
- Evaluation Committee meeting on Wednesday (this is my 20th year on the committee)
- Working with peer evaluators
- There will be a holiday outfit contest this year
- Executive Board blurbs are due on Wednesday, November 16th at midnight

Evaluation - Lena Paskewitz

- Discussed with Director of Human Resources Tiffany Joseph whether there should be one or two goals in professional growth plans. Ms. Joseph would like two goals and I will push for one. Probably will have to compromise.
- Helping people get through OES

Teacher Education-Wendy Lewis

- Open enrollment ends Friday, November 18th. This can be done online or by calling in
- If anyone has tuition reimbursement forms, please get them to HR

Public Relations-Bob Bognar

- Shirts came in, should have been delivered
- Make sure you get a confirmation when ordering shirts

Special Education-Tito Vazquez

- Represented members of the Exceptional Children Departments at Shaker Heights High School over a paraprofessional concern.
- Answered questions from special education and general education teachers concerning students' IEPs both during and after the work day.
- Represented a member in a mediation meeting concerning an ongoing concern with district administration.
- Communicated with Human Resource Director Ms. Tiffany Joseph to problem solve a member concern.
- Communicated with Special Education Department Chairs and attended all Special Education Department Meetings at Woodbury, SMS and SHHS.
- Worked with SHTA President Dr. John Morris over member concerns.
- Met with the Director of Exceptional Children Elizabeth Kimmel in the third of our monthly meetings to discuss concerns/issues to improve the functioning of the Exceptional Children Department.
- Communicated with Special Education 7-12 supervisor Jennifer Currie concerning various questions, comments and concerns that arise throughout the district.
- Planning discussion with Dr. Nicole Patterson concerning upcoming events for the Black Teachers' Task Force.
- Participating in the Exceptional Children's Leadership Team led by Dr. Denise A. Snowden, with various district administrators and educators.
- Participated in a mediation with high school SHTA members and administration.

Legal Aid-Jeremy Bishko

- No Report

Legislative-Dave Klapholz

- Ohio Capitol Journal is reporting on legislation in the Statehouse that would eliminate the Third Grade Reading Guarantee. Ohio House Bill 497 has already passed, and the bill is now in the Ohio Senate.
- On Monday October 31 the US Supreme court heard arguments in a case that might end Affirmative Action.
- When Donald Trump was president, his administration took steps to limit the scope of Title IX. In June of this year, under President Biden, the Department of Education has undone those limits and has expanded the rights spelled out in Title IX to include rights for Trans students. The Ohio Board of Education is considering not accepting the extension to Trans students. The story is reported in the Ohio Capitol Journal.

Social-Selena Boyer

- Looking for restaurant suggestions for an SHTA Holiday Happy Hour
- Suggestions: Beachwood Winking Lizard, Beachwood Truck Park, wine shop in Bedford (Black owned)

Professional Rights and Responsibilities-Mike Sears

- represented a member about a disciplinary matter
- helped members with questions about maternity leave
- attended both Supplemental and Insurance Committee meetings

Sick Day Transfer-James Schmidt

- A member was approved for the Sick Day Transfer Program. I will begin working with the head representative for that building to solicit sick day donations for that member.

PAC (at large)-Cathy Grieshop and Jessica O'Brien

- Working to create an addition to the SHTAweb.org website to allow people to take action on legislative matters that concern teachers and education.

Executive Session

Old Business - none

New Business-none

Good of the Order-

- President John Morris thanked the Boulevard representatives, Cathay Grieshop and Stacy Stoller for hosting a good meeting and the delicious food.

Motion for adjournment was made by James Schmidt. It was seconded by Tim Kalan.

Meeting adjourned at 5:15 pm.

***Respectfully submitted,
Lisa Hardiman***

What is Shaker's vision for Preschool?

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.



"It's not a great mission statement, but we'll revise it if things get better."

"Where there is no vision, there is no hope." George Washington Carver.

The Shaker Heights Early Childhood Program is a special education preschool. Although it embraces inclusion, its primary responsibilities are to meet the needs of the children identified with special needs. It has been that way for over 30 years. "In Ohio, preschool special education is for 3-5 year old children with disabilities. The Office of Early Learning and School Readiness aims for families, preschool staff, and the community to work together to meet the needs of young children with disabilities" (Education.ohio.gov). Ohio's vision of a special education school is to meet the needs of the special education students.

What is Shaker's vision for Preschool? Why is Shaker doing this?

Currently, the Shaker Heights Early Childhood program is serving over 80 children and families with a waiting list for general education students. The program is running out of slots for the special education children identified in our community, and actual physical space for all children. In our surrounding area, all public preschool programs as large as Shaker's—including Orange, Beachwood, and Solon—have a preschool building, a full-time coordinator/director, an administrative assistant, multiple SLPs, OTs, and dedicated school psychologists. On their websites, they have a clear mission, vision, and philosophy for their programs. They have buildings with age-appropriate and developmentally-appropriate indoor and outdoor play equipment, plus adequate classroom space to meet the needs and fulfill their vision for young children.

What is Shaker's vision for Preschool?

Currently, the Shaker Heights Early Childhood Program's goal, according to the website, is to "expand instructional options, create flexibility for entry age, and to align the program with K-12 classrooms." Oh, and "to keep the program at Onaway so that staff can collaborate." The program in Shaker is a special education preschool, not a child care center. Its purpose is to meet the needs of children with special needs. This is as it should be. In order to continue and align with the state standards and laws, special education must be a priority.

However, Shaker expanded the preschool program without special education being a priority. The District's intent was to grow "the program", but it did not figure in the fact that the special education population is growing, and that those services are mandatory. The program is tuition-based for general education children, and the waitlist for the general education population is growing. However, there is an equally, if not greater, need for services for children with special needs in our community. The number of evaluations is increasing every year. The class sizes are getting larger, and efficient classroom space is running out. The current support

is spread thin to properly meet the needs for all of the children, especially those with disabilities. This is a disservice to the children, and the community it serves.

What is Shaker's vision for Preschool?

The Preschool teachers are required by the Ohio Department of Education in accordance with the Office of Early Learning and School Readiness, and in compliance with ODE/SUTQ to do the following:

Teacher Requirements

1. Be in teacher-to-student ratio at ALL times. Anyone ... *anyone* who works with the children—subbing for the teacher, walking students down the hall, to the bus, to the office, or to specials—is required to have specific Ohio approved training.
 - a. State ratios are designed for Child Care, not for Preschool Curriculum.
 - b. For Preschool, ratio should not be more than 1:5
2. Step Up to Quality (SUTQ), a 5-star rating scale administered by ODE. To be in compliance with SUTQ REQUIREMENTS:
 - 15+ hours Ohio approved Professional Learning hours of training in first aid, communicable disease, CPR and child abuse.
 - Beginning of the year and end of the year parent teacher conferences-October and May
 - Three professional growth goals
 - ECERS—Early Childhood Environment Rating Scale -must be completed every year for each classroom/teacher-It is a multi-page rating scale
 - Classroom action plan
 - Detailed (specific requirements) Lesson Plans- Lesson Plans evaluated (critiqued)
 - There is somebody checking up on the teachers (like IB self-study process)
- Additional SUTQ requirements (needed, and to be in compliance with State Licensure that comes to the school unannounced every year) are:
 - Teachers must **obtain and maintain**:
 - State paperwork for each student (filed in a specific way): emergency contacts, photo/digital release forms, parent questionnaires, parent roster, ASQ (completed by parent-scored by teacher), signature for the Parent Handbook, 2 Goals for each semester, folders/portfolios of work evidence for each child.
 - Teacher physicals, trainings, and required certifications every year
 - Individual orientations for parents and children on IEPs and general education
 - Teacher must also:
 - Create a Parent Handbook
 - Send out Ages and Stages Questionnaire (ASQ)
 - Score ASQ data
 - Complete the ELA assessment: Our observational-based assessment that involves 59-line items, 2 times a year on each student (November and May), with evidence recorded into a data system
 - Organize and plan 2 Family Engagement nights and 1 Parent Education night a year
 - Organize and plan a Transition to Kindergarten Parent Night
 - Post state papers in the classroom and keep them updated
 - Develop and send out a Parent Survey: beginning of the year and end of the year and after events (mentioned above)
 - Submit an annual report for SUTQ
 - Write a continuous improvement plan every year
 - Find and engage with community partners

- Be prepared for unannounced yearly licensure visits
- Ensure there is proper cleaning before and after all meals, snacks, and diapering
- Post meals including snacks, breakfast and lunch, with information about food allergies
- Maintain proper storage of bedding, cots, and change of clothes for each child
- Maintain classroom safety and compliance (outlet covers, proper cleaning supplies, and documentation of cleaning every month posted)
- Keep files on children in the classroom in compliance with state licensure
- Write and update IEP evaluations for each student
- Plan ETR meetings

Additionally, to the state requirements, as Shaker employees, teachers are responsible for implementation of the curriculum:

- Foundations
- Bridges
- Second Step
- Learning Without Tears
- IB
- PublicSchoolWorks Trainings
- PD days
- Teacher observations

The Responsibility of Preschool Paraprofessionals in Shaker

- In Early Childhood programs in other school districts, the paraprofessionals operate as Teacher Assistants. There are different demands, and they are dedicated to the preschool. They are not shared with the rest of the school.
1. They count in the teacher-to-student ratio. They cannot be pulled from the classroom, or the classroom would be out of compliance with the law.
 2. They must perform weekly cleaning of toys, manipulatives, supplies, cots, learning instruments and tools. Some items must be switched out every six weeks.
 3. They must also implement teacher lesson plans, work with small groups, change diapers, and assist the teacher as necessary with food preparation, as well as tend to the needs of all of the children in the classroom
 4. They must also be available for Double Duty: Attend to other children throughout the building where needed

What is Shaker's vision for Preschool?

Right now, it is a school within a school without a director, a proper facility, a playground, an indoor motor room for special needs of children ages 3-5, or adequate classroom space. It lacks proper accommodations for SLP and OT services (currently in the basement), as well as sufficient PD/planning days/planning time dedicated only for Preschool teachers and paraprofessionals. It is a school without clerical days to maintain SUTQ and State Licensure requirements, and is operating as a general education program or even a universal PreK program without an adequate support system. The program does not have the staff, support, or facility to accommodate the growing and current needs. These concerns have been expressed several times over the years. They are not new, nor out of the blue.

The District has taken a step in the right direction by hiring a principal for Onaway who has experience with preschool operations, standards and laws. She is helping the program regain its 5-star rating. However, with

Onaway being a PreK-4 building, and PreK having over 80 children (and growing), plus the numerous SUTQ/ODE/Special Education responsibilities and requirements for PreK, essentially, she is in charge of two schools.

What is Shaker's vision for Preschool?

What everyone is expected to do, cannot be maintained. It has been like mixing the cement and laying the foundation (with no time to let it dry) while walking on it, all at the same time. This cannot be sustained. The cracks are getting bigger, and the foundation is getting weaker. The workers are burnt out.

Just to maintain the minimum state requirements, the preschool needs a director solely dedicated to PreK, a sufficient amount of preschool PD/PL days for teachers and paraprofessionals at the beginning and throughout the year, more teacher/para support, and a better facility to meet the needs of the children in the program.

What is Shaker's vision for Preschool? Why is Shaker doing this?

The program has changed several times in the last few years, and its identity has been lost in its many transitions and translations. However, Ohio's vision is clear for a special education preschool. Its vision is to meet the needs of the special education children.

The teachers and paraprofessionals in Shaker are THE BEST in Ohio! The success of the program, so far, is because of the ones on the ground who are dedicated to the children and to the service of education (who have been wearing many hats). It has taken a village. The preschool children are the foundation of this district, and the future of this community.

What is Shaker's vision for Preschool? A Special Education Preschool? An Inclusive Preschool? Universal PreK? Child Care? A Child Development Center? A Program that meets the needs of the community?

Maybe the better question is, does Shaker have a vision for its Preschool?

Actions speak louder than words. To look at administrations' actions or inactions, it appears that the Preschool is in its peripheral vision, or maybe even its blind-spot.

*Respectively,
The PreK Team*