



OUEA Newsletter

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OUEA BOARD OF DIRECTORS 16—17

Have you heard?

⇒ This year there is a new pilot observation process for teacher evaluations which is called the Collaborative Observational Growth Plan. One key difference between this pilot and the previous process is that teachers meet with their administrators to select 3-6 goals to focus on from the California Standards for the Teaching Profession (CSTP). Please note that the goals are based on the CSTPs, not content standards or district directives; and the final Evaluation form has not changed, just the forms used for planning and observations.

This new process was created to help teachers grow as professionals with focused goals and reflection while working collaboratively with their evaluator to form professional relationships. Another intention is for teachers to have a clearer understanding of what administrators will be looking for during the observation process. This is a pilot year so it is not required that you use this new process; however, only those participating in this pilot process will have opportunities to give feedback to the District on the new process. In fact, although I had my formal evaluation last year, I am voluntarily participating in this new Collaborative Observational Growth Plan so I can give input. Not only do I want to be involved in what is being asked of my members, but I also appreciate having a voice.

⇒ Teachers are being asked to use interim assessments, either the Interim Assessment Blocks (IAB) or the Interim Comprehensive Assessment (ICA). Although these are not required at this time, if a teacher elects not to use IAB or ICA for the purposes of informing instruction, then alternate formative assessments will be identified in collaboration with the principal. Teachers are encouraged to use these SBAC assessments to help students become more familiar with the tools of the online tests as well as to gather data to check students' knowledge of content standards. The district website has a plethora of resources to guide decisions on which interim assessment to use, to explain what standards are being assessed and how to use the data, and to assist both teachers and students with the logistics of taking the interim assessment. To access these resources, please go to "eClassroom" page then click on the "Assessments" link (with the 3 triangles) which will take you to a page that has information and links to all district assessments. From there, click on the "CAASPP" button (top left), then click on "Interim Assessments." If you or your site would like additional help and/or training, contact the OUEA office and we can help arrange that. Overall, you won't know how these interim assessments can help inform your instruction unless you use them.

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What are OUEA members doing?

Over the summer, Greg Goodlander, Elizabeth Gellatly, Robin Ray, and Jennifer Pettey represented OUEA at the National Education Association Representative Assembly (NEA - RA) which was held in our nation's capital.



As stated on the NEA.org website, “The Representative Assembly (RA) takes place during the final four days of the Annual Meeting. It is the primary legislative and policymaking body of the Association and derives its powers from, and is responsible to, the membership. The Representative Assembly adopts the strategic plan and budget, resolutions, the Legislative Program, and other policies of the Association. Delegates vote by secret ballot on proposed amendments to the Constitution and Bylaws. Those delegates with full voting rights elect the executive officers, Executive Committee members, and at-large members of the NEA Board of Directors, as appropriate.”

During this year's RA, delegates came together

to strengthen our stand on social justice for our members and our students by approving policy to deal with the school-to-prison-pipeline phenomenon that occurs in low socio-economic areas across the country. There were also several New Business Items (NBIs) that asked NEA President Lily Eskelsen García to write letters to leaders in government to address the need for social justice and equity for all students among other important issues. It is inspiring to witness a truly democratic process in action as RA delegates debate and vote on each NBI. At times this process can be tedious and even confusing, but NEA President Lily Eskelsen keeps everyone on task and diffuses any tensions with humor and a quick wit.

The stirring speeches of the 2016 National Teacher of the Year, Johana Hayes, and NEA Executive Director John Stocks remind us of why we teach and why we get more involved—to give every student the best opportunity to succeed in learning and to grow as professionals. In fact, these motivational speeches can be found on the NEA.org site along with other information about the NEA - RA (<http://ra.nea.org/speakers-speeches/>).

After a week of connecting with educators from other states, taking part in the largest democratic assembly, and listening to leaders in education share their passion for doing what is right for students and educators, it's easy to understand why many delegates attend year after year. If you are interested in being an NEA-RA delegate for this coming summer, contact the OUEA office for more information.

OUEA Members Needed...

Disputes over sections of a labor contract are settled by filing grievances against the school district. The goal is to settle contractual disputes before a grievance is filed, but when it is necessary to pursue a grievance it is the responsibility of the **Grievance Committee** to oversee the process and report to the OUEA Board of Directors.

OUEA needs members for the Grievance Committee. If you are interested, please download the application from OUEA.org (see Appointed Committees page) or contact the OUEA office for an application.

Each member of the Grievance Committee must be:

- ◆ able to learn and apply grievance procedures (training will be given to new members).
- ◆ able to respect and uphold confidentiality.
- ◆ able to work openly and respectfully with up to 5 other members of the team/committee as well as being able to work with district personnel.
- ◆ dependable and flexible as the committee will need to meet on an as needed basis as well as on a regularly scheduled basis (i.e., four times per year).

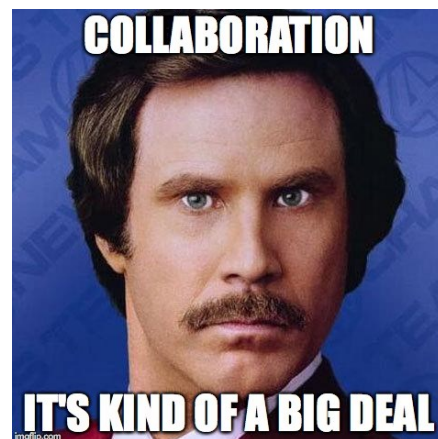
President's Corner

In the world of education, collaboration has become more than just a buzz word; it is infused into every aspect of our work. We ask students to collaborate on an assignment. We use modified day time to collaborate with colleagues. Even the new observation process being piloted this year calls for collaboration between the administrator and teacher. And with the beginning of this school year, collaboration has extended beyond our classrooms and campuses with the Measure S campaign.

The OUEA office has been busy hosting phone banking sessions and meetings with all involved in the Measure S campaign—the genuine collaboration of parents, teachers, community members, administrators, school board members and other district leaders. It has been inspiring to witness the focus on a single goal and the positive encouragement toward each other's work. Regardless of the end result on November 8 (although we all yearn for success), the collaboration and collective efforts of all involved will be remembered.

That acknowledgement and celebra-

tion of collegiality when working toward a common goal is why collaboration has made its mark in the education world. If we model the collaborative process on our campuses, it will send the message to our students that we see the value of working together, putting aside minor differences or personality conflicts to achieve a collective goal. As professionals, it is our responsibility to put forth our best efforts to help our students reach beyond their own perceived limits and engage in learning—just as we expect of ourselves.



Know Your Contract

5.300 Student Control

5.310 Within the scope of employment, a unit member may use the amount of physical control over pupils which is reasonably necessary to maintain order, to protect oneself, to protect property, to protect the health and safety of pupils or to maintain reasonable, proper, and appropriate conditions which are conducive to learning.

5.320 Referrals for Discipline Students sent to the office with a discipline referral shall not be readmitted to class without a signed readmission slip or note from the administration. Within three (3) working days, except in emergencies, the administration shall respond in writing as to action(s) taken regarding the disciplinary referral.

OUEA EVENTS—JOIN US!

DATE/TIME	EVENT	LOCATION	AND...
November 10 5:00 - 8:00 p.m.	Bowling Night	Lucky Strike in Orange (Outlets of Orange)	Includes shoe rentals, food, drinks, and fun!
November 15 3:30 - 5:00 p.m.	OUEA Special Ed Issues Committee meeting	OUEA office	For special education teach- ers
November 17 3:30- 4:40 p.m	Maternity Leave Workshop	OUEA office	For anyone who will use maternity or family leave
December 4 12:00 - 4:00 p.m.	OUEA Family Field Day	Shaffer Park 1930 N Shaffer St Orange, CA 92865	Includes food, drinks, some games, and fun!
December 12 3:00-5:00 pm	OUEA Winter Open House	OUEA office	Includes food, drinks, and raffle prizes! And fun!

CTA/NEA Member benefits

WHAT IS CTA ACCESS TO SAVINGS?

CTA Access to Savings is an exclusive benefit for CTA members, featuring the nation’s largest private discount network. You’ll find savings up to 50% on everyday things such as food, clothing, car care, travel, entertainment, home and garden and more. In fact, use the program regularly and you’ll save enough to offset the entire cost of your dues!

ACCESS AT YOUR SERVICE

The Access savings network offers you a multitude of exclusive, value-packed, easily redeemable, convenient savings. It’s the largest private discount network of its kind, with over 350,000 participating merchants and deals in virtually every U.S. market. You’ll find unique savings of up to 50% off in dining, shopping, hotel & travel, car rental, movies & entertainment, recreation, home & garden, health & beauty, auto services and more. Plus, enjoy both popular national brands and local favorites you shop at every day.

For more information, visit:
<https://www.ctamemberbenefits.org/Access>