

## Principal/Delegate Meeting

On January 23 and 24, building delegates and school administrators participated in a workshop that focused on tools for collaboration.

The workshop was led by Ann Delehant. Ann is an experienced facilitator and coach. Her work focuses on facilitating system change by building internal capacity, strengthening collaborative cultures and ensuring the inclusion of many voices.

Some of the topics that were addressed at the principal/delegate meeting included:

- ◆ Developing trust to support collaborative work.
- ◆ Defining the different styles of decision-making and determining when to use which one.
- ◆ Identifying different types of conflicts and learning about ways team members respond to conflict.



It is my hope that the information provided to principals and delegates at this workshop will be shared with every school faculty.

Studies show that schools with high relational trust have a much greater chance of showing gains in student achievement.<sup>1</sup>

I would like to thank Ann for her presentation at the January principal/delegate meeting; and I look forward to continuing our work with Ann.

<sup>1</sup> Bryk & Schneider (2003), *Trust in schools: a core resource for improvement*. New York: Russell Sage Foundation



## From the President...

### Teacher Evaluation Updates from Maribeth Calabro, VP at Large

#### ◆ Middle of Year (MOY) Conferences

Mid-year conferences are required for all educators. During the conference the following must be discussed minimally: SLO/PGG progress/revisions, recommended supports for improvement based on ratings/feedback, EOY date. The conference must be captured using the MOY form. MOY conferences should be completed by February 7, 2014.

#### ◆ Appeals

There are two types of appeals that may be filed by an educator, at any time, during the evaluation process:

\* Appeal of Process/Procedural Error

\* Appeal of Ratings

Both appeal forms may be found on the Educator Evaluation section of the PPSD website. Any teacher needing to file an appeal, should email the appropriate appeal form to [Evaluation@ppsd.org](mailto:Evaluation@ppsd.org). An appeal may be filed at any time during the evaluation process and does not prevent a teacher from filing a grievance at the end of the process. Please keep copies of any appeal filed and the response for your records.

Finally, please keep in mind that the rating you receive at the post conference is **PRELIMINARY** and may be changed up until the EOY conference.

## From the President...

### Legislation Update

Several bills that may have significant impact on education in our State were introduced to the Rhode Island General assembly last week.

- ◆ House Bill 7095 would delay the implementation of the standardized testing based on common core. It would also establish a commission to study and evaluate the viability of moving forward with testing based on those standards.
- ◆ House Bill 7096 would require teachers rated “effective” to be evaluated every third year and teachers rated “highly effective” to be evaluated every fourth year.

Both of these bills were co-sponsored by Representative William O’Brien who is a PTU member. The PTU is grateful to Representative O’Brien for his efforts to promote common sense legislation that will benefit our students, our schools and our teachers.

As further information becomes available, we will keep you informed.

In Solidarity,

Dan Wall  
PTU Secretary

### Inclement Weather Policy

On January 21, 2014, the Office of Human Resources emailed the district’s Inclement Weather Policy to all employees. Please note that the policy states that teachers who have a scheduled paid day off (i.e. Personal Business, Sick Day, etc.) on a day that schools are closed due to inclement weather would continue to be charged for the day.

We have since corrected that policy with the district for our members and a revised policy should be emailed shortly. However, any teacher who had a scheduled day off on either January 3, 2014 (snow day #1) or January 22, 2014 (snow day #2) should go on AESOP and verify that they were not charged a Personal Business day, Sick day or any other chargeable day. If you were, please contact your field representative at the Union office immediately.

We are still in discussions with the district about the policy as it relates to the guidance provided for delayed opening for students and early dismissal for students.

## From the President...

### Reminders...

◆ **Membership Meetings**

Membership meetings will be held on the following dates. Please note that except for the May 14, 2014 meeting, membership meetings will be held at the Union office and will begin at 4:00 p.m.

March 12, 2014

April 9, 2014

May 14, 2014

◆ **Providence Applicant Tracking System (PATS)**

As we approach this year's transfer & hiring season, teachers are reminded to update their PATS account. Any teacher needing assistance with creating an account should make an appointment with his/her field representative at the Union office.

### AFT Robert G. Porter Scholars Program

Do you have a child who is a senior in high school with plans to attend college? We can help! As part of the Robert G. Porter Scholars Program, the AFT offers \$8,000 scholarships to four high-achieving high school seniors who are the dependents of AFT members. And 10 grants of \$1,000 each are available to AFT members from all divisions who seek to implement ideas for their union about the role union members can play in collectively reclaiming the promise. [Applications are now available online.](#)

Robert G. Porter was a dedicated union activist from the time he joined his first AFT local in East St. Louis, Ill., until his death in 1991. For nearly four decades, the late AFT secretary-treasurer gave his all to championing the rights of working people, promoting civil rights, and ensuring that the union was a vehicle for helping members achieve justice. Since its inception in 1993, the Robert G. Porter Scholars Program has awarded more than \$500,000 to AFT members and their dependents to further their education and to help grow our union's capacity to achieve our goals. □□

This year's winners will be announced by June 30 and will be recognized at the AFT convention, July 11-14, in Los Angeles.

The deadline for submitting the 2014 application to the AFT is **March 31**.