

Membership  
Update



May 25, 2012

From the President...

## Labor-Management Collaboration Training

*“If you want to go fast, go alone; if you want to go far, go together.”  
— Laura Rico, ABC Unified Past President*

On May 14 and 15, Superintendent Lusi and I hosted our first joint labor management collaboration workshop for twenty-seven (27) building delegate-administrator teams, central level administrators and union leadership. The two-day workshop was lead by a team from the ABC Unified School District which included Dr. Gary Smuts, Superintendent; Laura Rico, AFT Vice President/past Union President; Ray Gaer, Union President; Crechena Wise, Principal; and Mark Reagan, Building Delegate. In addition to the ABC team, Dr. Saul Rubinstein a professor from Rutgers University presented his research to the group about the correlation between labor-management collaboration and student achievement. In addition to the aforementioned individuals, several Providence School Board members, representatives from the RI Foundation and AFT participated and expressed their support for this venture. At the conclusion of the two-day event, Mayor Angel Taveras requested a briefing from the planning committee and from the ABC Unified team.

It was encouraging to see that school teams were enthusiastic about embarking on this journey in order to make a real change in the climate and culture in our schools. While the Superintendent and I are committed to fostering this partnership, we are cognizant of the fact that it will be the teachers and building administrators who will lead the path to true labor-management collaboration in Providence. We are prepared for the challenges that we may encounter along the way, committed to providing teachers and administrators with on-going resources and supports, and look forward to the successes that will follow.



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## Peer Assistance and Review (PAR)

Peer Assistance and Review (PAR) is a program that was developed by Dal Lawrence, former president of the Toledo Federation of Teachers. It was implemented in Toledo in 1981 and since then, several other districts such as Cincinnati, Minneapolis, Montgomery County, Rochester, San Juan, and Syracuse have also implemented PAR programs. Detailed information regarding each district's PAR program may be obtained at <http://www.gse.harvard.edu/~ngt/par/>.

PAR is a program that is jointly managed by the Union and the administration and is designed to improve teacher quality by having expert teachers support their colleagues as well as review their progress and present to the PAR panel. For several years, the PTU has been engaged in discussions with the district about implementing a PAR program in Providence. I am pleased to announce that beginning September 2012, a Peer Assistance and Review (PAR) program will be piloted at the innovation schools.

Our PAR program will consist of two components — Intern and Intervention. The Intern component will support those teachers newly entered to the profession, and the Intervention component will support teachers who have been identified as needing to improve their teaching practice. Detailed information about Providence's PAR program can be found on the PTU website.

## Reminders....

- ◆ **PTU Scholarship**  
The Providence Teachers Union will award **two \$500 scholarships** from the Providence Teachers Union Scholarship Fund. Scholarship winners will be among the sons and daughters of Providence Teachers Union members. Applications must be filled out in person at the Union office. **Application deadline is June 8, 2012.**
- ◆ **Certification**  
Members are reminded to be vigilant about certification renewal requirements and deadlines. Please make sure that your certification(s) is/are up-to-date prior to the beginning of each school year.

## Retirement Workshop

The RI Employees Retirement System is offering a series of seminars and webinars regarding the recent pension changes.

For information regarding the *Rhode to Retirement Program Seminar & Webinar Schedule*, please click on the link below:

[http://www.ersri.org/public/documentation/TC\\_RhodeIslandScheduleFlyer\\_01.pdf](http://www.ersri.org/public/documentation/TC_RhodeIslandScheduleFlyer_01.pdf)