

Membership  
Update



October 22, 2012

From the President...

## Teacher Evaluations

### SLO's and PGG's

As you all know, the due date for the submission of SLO's and PGG's has been moved to October 24<sup>th</sup>. Unfortunately, I continue to receive complaints and issues that need to be addressed in certain schools. Please let the Union know if any of the following issues are occurring at your schools. It is ***imperative*** that I have accurate information from schools that are experiencing discrepancies and issues arising around the goals as well as the Teacher Evaluation process in general.

The following issues continue to arise and are NOT part of the RIDE guidelines:

- ◆ Principals cannot dictate percentage increases for your students. While RIDE recommends that teachers' SLOs be aligned with their principals' goals, ***all percentages, levels of growth and/or scores are to be determined by the teacher and based on any and all baseline data collected by the teacher for the students that they teach.***
- ◆ Principals cannot refuse to sign your SLO simply because you are not in agreement with their directives on percentage increases. ***After reviewing your SLO, Principals may ask you to review/revise based on missing or incomplete information.***
- ◆ Principals cannot refuse to accept a teacher's SLO due to a 5% increase if it is realistic and in-line with the baseline data.

These are just a few examples of some of the issues that have been brought to my attention by many teachers. This is a difficult and stressful process and it need not be exacerbated by miscommunication and erroneous information.

The RI Federation of Teachers & Health Professionals is investigating the problems with SLOs it is hearing from across the state and planning to request reconsideration of this requirement from RIDE. We will keep you posted regarding any progress made in this area.

Please feel free to email me ([maribeth.calabro@ppsd.org](mailto:maribeth.calabro@ppsd.org)) your SLO's for review prior to submitting them if you have any questions. SLO's and PGG's should be emailed to principals (they are not on Teachscape as previously stated).

In the next few months, I will be holding professional development sessions around the changes in the Model, the lesson plan template, reflection tool and utilizing the Teachscape tool.

### Peer Assistance and Review (PAR)

We are happy to announce that Peer Assistance and Review is up and running. The PAR Consulting Teachers have worked tirelessly on the forms, overview, handbook and website and they look fantastic! They have met with the teachers they are supporting and have begun their observations. PAR Consulting Teachers have received training from National Experts from Ohio and will continue with on-going professional development throughout the year. Any teacher who would like to avail themselves of their assistance may "self-select" to the PAR process via the website [www.ProvidencePAR.com](http://www.ProvidencePAR.com).

Respectfully,  
Maribeth Calabro

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### **Union Grievance Filed — Extended Teacher Workday — Cohort II Schools**

On October 2, 2012, the PTU filed a Union Grievance on behalf of teachers working in a Cohort II Innovation School who are required to teach beyond the contractual workday without additional compensation. In addition, the grievance addresses contractual violations with respect to teacher unassigned periods.

The Union has waived its right to a Level A and Level B hearing and the matter is proceeding directly to arbitration.

I will keep you posted as this grievance proceeds through the arbitration process.

### **A message from the PTU COPE Chairperson...**

With less than three weeks before election day, Providence Teachers need to show strong support for elected officials that support teachers and public education. We have been actively supporting candidates in races in Providence as well as the surrounding areas based on their interest to our membership. We have reached out and are asking support for John DeSimone in Providence (State Rep. District 5), Hanna Gallo (State Senate 27), Frank Lombardi (State Senate 26), and Andrea Iannazzi (School Committee Ward 6) in Cranston, Spencer Dickinson, Sr. (State Rep. District 35) in South Kingstown, and our own William O'Brien (State Rep. District 54) in North Providence. John DeSimone and Spencer Dickinson supported teachers by opposing the pension reform bill last year and are facing fierce opponents this election cycle. Hanna Gallo, Frank Lombardi, and Andrea Iannazzi represented our students and our membership by actively opposing the Achievement First Charter School Proposal both in Cranston and in Providence. William O'Brien is looking to represent the work we do everyday as both a Providence Teacher and a member of the General Assembly. Please stand with these candidates on November 6th as they stand for the issues that impact the work we do.

In addition, we will be sending letters of support on behalf of all candidates that have been endorsed by the RIFT.

The PTU COPE Drive is having success as many members have pledged since the previous update. We are continuing to ask for members to pledge \$1 a paycheck (21 total) to support political action that will support our work, our schools, and our students. As we move forward as an organization, it is our goal to educate not just our membership, but elected officials about what political actions could improve teaching and learning conditions across our district.

Respectfully,

Alex Lucini

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## Teacher Certification Renewal

Every year, a number of teachers fail to renew their certification in a timely manner. Certification renewal is a teacher's responsibility and without proper certification, teachers may find themselves removed from their teaching assignment without pay. Please keep in mind that teachers who fail to renew their certification prior to lapsing, are subject to the new certification renewal regulations which require the successful completion of sections the Praxis test and the NTE.

Anyone who has a certificate that is scheduled to expire August 31, 2013, should begin the renewal process beginning January 1. Teachers may access the certification renewal application on RIDE's website, [www.ride.ri.gov](http://www.ride.ri.gov).

## Emergency Sick Leave Bank

Members wishing to join the Emergency Sick Leave Bank may do so during open enrollment held during the month of October.

Any teacher not currently enrolled should obtain an enrollment form from their building delegate, the Union office or the Union website (FAQ section). Enrollment is a one-time five sick day donation.

Approximately 1,400 teachers are enrolled and many of our colleagues have received significant assistance who otherwise may have found themselves without income due to a serious illness.

## 16th Annual Book Drive

The PTU will hold its *16th Annual Book Drive for Providence kids*.

In an effort to maximize our book donation to Providence community centers during the holiday season, a dress down day will be held on **Friday, November 9, 2012**.

Please see your building delegate for more information.

Thank you for your support for this worthy cause.



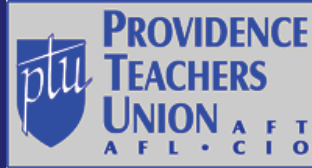
## Upcoming Membership Meetings

Membership meetings will be held on the following dates:

**December 12, 2012**  
**March 13, 2013**  
**April 10, 2013**  
**May 15, 2013**

All meetings will begin at **4:15 p.m.** at the Union office.

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## President's Schedule

<u>October</u>			
1	Healthcare Exploratory Committee	25	RIFT AFT—monthly conference call/Innovation Fund EMO Meeting Charter School Partners Fair
2	WorkingRI		
3	Executive Board Meeting City Council's Subcommittee on Education	26	Teacher Evaluation Committee RIFT Leadership dinner
4	Peer Assistance & Review Meet & Greet CELT Cooperation	27	RIFT Convention
9	Hope High School School Visit Joint Labor-Management Committee Building Delegate Meeting School Board Meeting	30	Mass Insight Bailey School Visit
10	Membership Meeting		<u>November</u>
11	BJ Clanton School Visit Nick Narducci Fundraiser RI Democratic Party Fundraiser	1	Principal/Delegate Meeting—Labor/Management Coll.
12	Teacher Evaluation Committee	2	Inspiring Minds Carl Lauro school visit
15	John DeSimone Fundraiser	6	Joint Labor-Management Committee
16	WorkingRI Mt. Pleasant High School Visit Mass Insight Supt. Lusi and Dr. Sherri Williams-Miller-UP! Meeting	7	RI Foundation Executive Board Meeting
18	RIFT	8	Hopkins school visit
20	Davinci Center Awards	13	Mass Insight Building Delegate Meeting Sackett School Visit
22	AFL-CIO	15	Asa Messer @ Bridgham school visit
23	Joint Labor-Management Committee King Faculty Meeting	20	Joint Labor-Management Committee Alvarez school visit
24	RWMS—Staff Appreciation	27	Mass Insight RTT Steering Committee Birch school visit
		29	EMO Meeting RIFT Kizirian school visit

## REMINDERS...

- ◆ Long-Term Substitute Teachers should contact the Union office every Friday to report any day which you were available to work and were not provided with an assignment.
- ◆ Teachers wishing to opt-out of this year's medical coverage must notify the Benefits Office no later than Nov. 1st.