



Cincinnati Federation of Teachers

NEWSLINER

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Kelly Singleton, Editor

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WHAT'S NEW WITH CPS
TEACHER EVALUATION

Most of the components of our teacher evaluation system remain the same as they were last year. However, there are a few updates:

eTPES is an electronic filing system where each educator's evaluation documents will be stored. The system does not yet have the capacity to be interactive. Therefore, original paperwork will be completed on a hard copy.

The "Proficient" rating on our TES placemat is now termed "Skilled".

Every educator will have two classroom observations (one announced and one unannounced). There has been clarification in writing that these observations must be scripted by the evaluator. The script, along with the observation feedback form,

shall be made available to the teacher within 10 days of the observation.

In addition to the observations, the evaluator will also conduct two formal classroom walkthroughs. Each walkthrough will be 15 minutes in length and documented on a specific form. The evaluator must disclose to the teacher that they are completing an evaluation walkthrough upon entering the classroom.

Student Growth Measures will count as 50% of a teacher's evaluation. This component of the evaluation informs professional growth plans but is not used for employment or salary decisions.

Teachers undergoing the Performance Review Evaluation (PRE) or Comprehensive Evaluation will also complete the

Student Growth Measures component of the evaluation system. However, the results of the student growth measures will not impact the evaluation results for those specific programs.

Reminder that teachers on levels 12-15, 17-19, or 22-25 are eligible to participate in the PRE and have an opportunity to earn a stipend. Eligible teachers should be notified of the opportunity to participate by Human Resources and email Judy Meiman of their interest to "Opt-In" by Monday September 13th.

The teacher evaluation handbook and all other related documents are posted on Staffnet and the CFT website.

CFT STAFF

- Julie Sellers—President
Sandra Faulkner—ACPSOP Pres
Christie Bryant—Field Rep
Don Luckie—Field Rep
Kendra Phelps—Professional Issues Representative

- Julia Wiant—Treasurer
Ralph Jackson—Dir. of Org.

- CFT Mainline—961-2272

UNION MEETING

The next regular CFT/ACPSOP membership meeting will be held on September 11 @ 5:30 p.m. at the Thom Moore Building (Laborer's Hall) located at: 3457 Montgomery Rd. BR briefing is held at 5:00 before the membership meeting.

Important Information on Licensure!

All employees of Cincinnati Public Schools who hold Professional (eight-year) Certificates or an Ohio License (five-year) must have an approved Individual Professional Development Plan (IPDP) on file with the Local Professional Development Committee (LPDC) if renewing a license. The only continuing education credits that will count

towards your license renewal are those that are aligned to your IPDP AND were earned after your approved IPDP was on file.

The LPDC is a committee of teachers developed to assist you with this process. Information about contacting the LPDC as well as the process and forms to complete an IPDP

are available on Staffnet. To access this information go to Departments then LPDC Committee.

Make sure you have an approved IPDP on file today! (This policy does not apply to teachers working under a Resident Educator, AEL, or Permanent license or certificate.)

Third Grade Reading Guarantee Updates

Components of Senate Bill 21 – Third Grade Reading Guarantee

1. Reading Diagnostics must be completed on all K-3 students by September 30 of each year.
2. Reading Improvement Plans must be written for students not on track within 60 days of Diagnostic.
3. Third Grade students ONLY that do not meet the Required cut score (400) shall be retained.
4. ***Teacher Qualifications (APPLIES ONLY TO TEACHERS OF THIRD GRADE STUDENTS who have been retained or are on Reading Improvement Plans.):**
 - a. **At least one year of teaching experience** (First year teachers may serve as teacher of record if they hold one of the qualifications below AND are being mentored by a staff member who meets the teacher qualifications.)
 - b. **Must meet ONE of the following requirements:**
 - i. Holds a reading endorsement on the teacher's license;

- ii. Completed a master's degree with a major in reading;
- iii. Has "above expected" rating for value added in reading instruction for the most recent, consecutive two school years;
- iv. Earned a passing score on a rigorous test of principles of scientifically research-based reading instruction to be qualified for the 2014-2015 school year; (This is an online, computerized test. Dates are Oct 7-19 for the first test cycle. There will be 7 testing periods each year. ODE says the test will cost \$130.00.)
- v. **The Website for the Third Grade Guarantee test:**
www.ets.org/praxis/oh/requirements
- vi. **New - Rated "most effective" for reading instruction consecutively for the most recent two years based on approved assessments of student growth;**
- vii. ****New - Holds an alternative credential approved by the department or has suc-**

cessfully completed a department-approved training for reading instruction; or

viii. New - Holds an educator license for teaching grades pre K-3 issued on or after July 1, 2017.

*Although the teacher qualifications only apply to third grade teachers, CFT recommends that all primary teachers complete an ODE approved training or take the online assessment. Once you are deemed to be qualified, we have been told, it is a permanent designation.

** ODE Approved Training for Reading Instruction: Literacy Specialist Endorsement; TESOL Endorsement; Active National Board Certification- Early and Middle Childhood (applies to literacy, reading, language arts); IMSLEC (International Multisensory Structured Language Education Council), ALTA (Academic Language Therapy Association), AOGPE (Academy of Orton-Gillingham Practitioners and Educators); Reading Recovery; Literacy Collaborative (coach or teacher); Success for All (SFA); Orton-Gillingham (30 hr-training) / IMSE (Institute for Multi-Sensory Education) *must include practicum; Leveled Literacy Intervention System (LLI); CLLIP (Collaborative Language and Literacy Instruction Program); LLI (Leveled Literacy Intervention System); AFTCRIP (American Federation of Teachers Comprehensive Reading Instruction Program)

For further information go to:
ThirdGradeGuarantee@education.ohio.gov

Student Learning Objectives—We have Only Just Begun!

CFT would like to thank and acknowledge the teacher leaders who volunteered to facilitate the SLO training on August 19th. We know that it was a tough job and we appreciate you! Your leadership made it possible for everyone to receive an introduction to what is involved in SLOs!

We all must understand that SLOs and our teacher evaluation system are part of a continuous improvement model and there is a lot to learn and revise before we are able to gain feedback and support that will positively impact teaching and learning. Under our current collective bargaining agreement, SLOs as well

as the other student growth measures inform professional growth and do not factor into employment or salary decisions. It is our intent that upcoming negotiations will continue the conversation around how SLOs are best used in teacher evaluation.

Our next step for this year's roll out will involve training September 20th on "Writing an SLO". Teachers will be encouraged to bring student data, examples of pre and post assessments, and drafts of SLOs that they have available. During this session participants will receive additional information to help them write their SLO and be given

time to collaborate with peers to complete the work.

In addition, during this school year, curriculum councils will lead the work of creating and reviewing SLO pre and post assessments to be available for teachers to use next year.