

SLO/TES Update by Kendra Phelps, CFT Professional Issues Representative

There is a common understanding among CPS senior management and CFT leadership that this first year of submitting Student Learning Objectives (SLOs) should include flexibility, collaboration, and support. The FAQ noted that there would be situations where individuals would not be able to get their SLO submitted by the November 8th date, and/or SLOs would be submitted with the information available to the teacher and updated by January. In these situations, the building administrator and teacher should work together to determine the best solution.

The expectation is that building administrators would provide feedback to teachers on their SLOs by December 5th, and that teachers would resubmit SLOs with revisions, if required, by January 6th. The only items that were required to be submitted with the SLOs were the pre-test, post-test, and some explanation of

the grading process used with the assessments. If a teacher has difficulty with the SLO approval process, they should contact Kendra Phelps, kphelps@cft-aft.org for assistance.

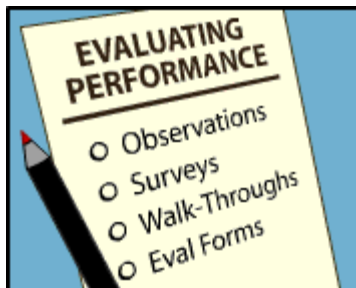
Unfortunately, CPS senior management does not share our understanding that pliancy, alliance, and reinforcement is just as critical in how these evaluation scores are going to be used as it is in developing the SLOs. **That is why we are asking every teacher to attend the Board of Education meeting on Monday, December 9th at 7pm, as we present to them once again regarding the premature language in the Teacher Evaluation Policy to use this year's student growth measures for making termina-**

tion decisions. An impressive show of solidarity will help us to make this point.

CPS has hired some retired administrators to assist in buildings with the evaluation process. The teacher performance

component of the evaluation system is holistic, meaning that the conference, observations, and walkthroughs are combined to inform one score instead of being scored individually. Therefore, these support personnel should complete

all of the observations instead of one here and there in isolation. Although the opening conferences and goal setting have already been completed, the newly assigned evaluator should schedule a time to introduce themselves and ensure they understand your goals. If this is not done, please contact Kendra Phelps at kphelps@cft-aft.org.



AFT Human & Women's Rights '13 Convention by Tom Frank, CFT 2nd VP

"Education is our right that is why we have to fight" was the chant that is echoing in my mind after the 2013 AFT Human and Women's Rights Conference. This chant is more than just a rally cry; it is the heartbeat of our movement. Over four hundred parents, teachers, students, community organizers, and union leaders gathered in Los Angeles to address and put together a plan to counter the attack on public education. We heard from AFT President Randi Weingarten, North Carolina NAACP President Rev. William Barber, NEA Executive Director John C. Starks, and a host of others who are instrumental in the progressive education movement. These activists came from

more than 29 states and territories. This conference revolved around the implementation of a document titled "The Principles that Unite Us." These principles have been developed through community town hall meetings, like the two Cincinnati had last year, which happened in many other cities around the country. These principles highlight positive and proactive strategies that will improve public education to ensure that it's fair and equitable for all students. Over 100 unions, community organizations, and public institutions have endorsed these principles.

We were sent home with a few charges. The main charge is to take an action in line with these principles the week of December 3rd through 10th. We will be meeting soon to discuss and organize what this action will look like in Cincinnati, teaming up with many community allies. I invite all teachers to read and embrace these principles. They can be found at go.aft.org/edjustice13. There is much work to do, but I have faith in the leadership and dedication of our members. We will ensure that public education is safe in Cincinnati.



CFT Launches New Program for Members Called CFT HELP NIGHT

By Christie Bryant, CFT Field Rep

Membership customer service is very important to CFT staff. We have been extremely busy working with administration on overloads, district security issues, contract negotiation preparations, discipline concerns, pay issues, and a wide variety of other teacher concerns. However, being responsive to our members is a top priority. Therefore, to ensure that members have direct access to CFT Field Representatives on a regular basis, we have a new initiative.

CFT Help Nights will occur every Wednesday of the month (except the night of the membership meeting) from 4-7 p.m. at CFT offices located at 2055 Reading Road, Suite 120 (enter from parking lot on the south side of the building). The dates for the rest of the school year are:

- November 20th
- December 4th and 18th
- January 8th, 22nd and 29th
- February 5th, 19th and 26th
- March 5th, 19th and 26th
- April 9th, 23rd, and 30th
- May 7th, 21st and 28th

During CFT help Night, we encourage members who have questions, comments, or concerns for the Field Representatives to take advantage of one-on-one time and group discussions, if there are questions applicable to a group. It also gives members the opportunity to discuss concerns in private away from their school building.

We will assist you with contract questions, transfer rounds, grievance procedures, building administration questions, updates on a current grievance you have pending, and any other concerns you would like to address with Don Luckie or myself.



If you know in advance you would like to attend, please call Kelly at 513.961.2272. However, you are more than welcome to just show up!

Also, Don and I are constantly traveling among school buildings and central office, so please keep our cell phone numbers handy.

Don Luckie - 513.641.9054

Christie Bryant - 513.709.5919

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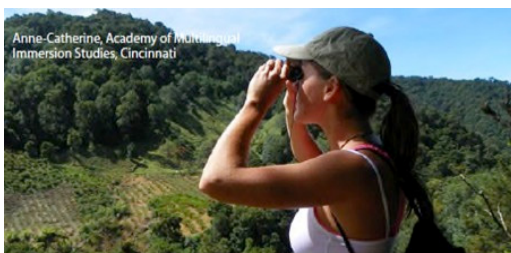
APPLY ONLINE NOW AT www.fundforteachers.org.

For more information contact

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 513. 484. 7873
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**BUILDING
REPRESENTATIVES!
SAVE THE DATE**
*For a Special
B.R. Appreciation Meeting!*

When: Wednesday, December 11

Where: Thom Moore Laborer's
Hall, 3457 Montgomery Rd., 45207

Time: 5:00 -7:00 pm.

*Hope to see
EVERYONE there!*



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