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To: *[Activist Name]*

Subject: It Is Mid-Term Week Already!....Updates Inside

From: Cincinnati Federation of Teachers/CFOP

Reply To: ksingleton@cft-aft.org

It is hard to believe that next week is mid-term week already! Time is flying!

Here is what you need to know..

Teacher Support Fair 2019-20 Survey Reminder - On Wednesday, September 4, teachers should have received an email from Brad Dillman regarding a Teacher Support Fair Survey in your GroupWise email. In case you didn't see it, here it is:

CPS Teachers,

It's our third week in school and important to CPS Leadership that teachers and students have what is needed in order to be successful. Peer Assistance and Review (PARP) in partnership with several other departments is planning a Teacher Support Fair to immediately meet those needs.

Please take a moment to complete the following survey no later than 9/8/19 about resources and supports that you may need to be successful for the 2019-20 school year.

Teacher Support Fair 2019-20 link-> <https://forms.gle/mC3muqeaGkj2183r5>

Brad Dillman

Program Facilitator-Peer Assistance and Review Program (PARP)

Program Facilitator- Career in Teaching (CIT)

Program Coordinator-Ohio Resident Educator program (OREP)

Cincinnati Public School

Jacobs Center

513.363.5350

Earn Free CEU's, Attend Organizing Training - This training is designed for the community hosted by the Cincinnati Educational Justice Coalition, Cincinnati NAACP Education Committee, Cincinnati Federation of Teachers, Laborers Local 265, and Cincinnati AFL-CIO Labor Council!

Join national and local experts covering such topics as: Organizing Basics, How to have "organizing conversations", Strategies vs. Tactics, Communications for Building Power,

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Student Organizing, and More! While the policy focus will cover public education issues, this training will share skills and information that can be used *wherever* you are working to build power for change!

If you are CPS teacher, you will receive CEU's for your participation.

This training is free but registration required at this link so we can order the proper amount of food: REGISTRATION LINK: <https://forms.gle/4wYrLR2Piu4jTYAV9>.

Please go to this link to **SHARE** and **INVITE** your friends on Facebook: <https://www.facebook.com/events/549680282233150/>
Teachers, Community Members, Parents, and Students are all welcome to attend, so please pass the word along?

Free light breakfast and lunch included. For more information click here.

CFT/CFOP COPE Luncheon – By now you should have received the **invitation** to our upcoming **COPE Luncheon** on Saturday, September 21st at 11:30a. The monies we raise for COPE go to our non-partisan action fund that supports CFT-endorsed candidates and campaign committees that will advance pro-public education support and policies.

COPE donations are necessary because the union is legally prohibited from using dues money for politics. However, politics play a critical role in winning good contracts and maintaining pro-public education policy and funding.

This year we are excited to have **AFT - American Federation of Teachers** President **Randi Weingarten** as our featured speaker.

We hope you can attend, this will be an inspiring event (with a scrumptious fried chicken luncheon!) to kick off this election cycle, as we build power to fight for the schools all our children deserve.

If you currently donate less than \$5 to COPE, and sign up to increase your donation to \$5 or more at the event registration table – you can attend for free!

And yes, this event is open to the public, so bring your friends too!

DETAILS:

- COPE 2019 Luncheon
- Saturday Sept 21 11:30-1:30pm
- NALC Branch 43 **4100 Colerain Ave, Cincinnati OH 45223**

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\$40 per ticket

\$300 Table of 8

RSVP to CFT Offices: 513-961-2272

Make checks payable to CFT COPE – Please make payment to CFT offices by September 18

Please “like”, “share”, and “invite” on Facebook too! Here is the link: <https://www.facebook.com/events/390222191874844/>

2019 – 2020 Teacher Leadership Institute - The Cincinnati Federation of Teachers invites you to participate in the Teacher Leaders Institute for 2019-2020. Teachers from Cincinnati Public Schools with full-time classroom responsibilities and who are CFT members will be selected to join with other teacher leaders nationwide. We are seeking teachers who would like to take an active role in influencing policy in the following areas, for example:

- Teacher Leadership in School Policy
- Ongoing Professional Growth
- Dispelling the Myths of Education
- Action Research Project

Teachers selected for the program will:

- Increase knowledge of major challenges facing the teaching profession through readings and discussions with leading policy experts;
- Improve leadership skills;
- Participate in conducting research and using it to influence policy;
- Be awarded a \$1500 stipend.

Visit our website for detailed information, guidelines and application at www.cft-aft.org and go to the Resources tab and click on Teacher Leadership Institute. **Deadline to apply is September 20, 2019.**

Is your classroom overloaded? – If your answer is yes, please let your building representative know. The Teacher Allocation Committee will be meeting on Friday, September 20 and we need to know real counts, not just the PowerSchool numbers. If you need clarification regarding class size limits, please refer to the [CFT Collective Bargaining Agreement](#) beginning on page 58

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Senior Support Specialists Elementary Employees – this is a reminder that if you are buried in enrollments, all SSSE's in the school should be working on enrollments and cum transfers. If your principal is not allowing this, contact Betty Hodson at 513-475-6048. We know there are several schools that are short people and the district is doing their best to fill those positions.

CFOP Membership Meeting – Thursday, September 19 @ 5:00 at the CFT/CFOP Office. 2055 Reading Rd, Suite 120. This will be an open forum to discuss problems and concerns with the opening of the school year.

One more reminder about Teacher Based Teams (TBT) Meetings - As a priority or focus school, the state requires that Teacher Based Teams (TBT) have a common planning time weekly to work through the state improvement process. This does not require a meeting weekly.

The intent is for the teams to use a data-driven process to implement strategies that positively impact teaching and learning. It is not the intent of the state that the focus be on a "meeting" or that this be a time for principals and the state support coaches to dictate what teacher teams must do. On the contrary, their role, as well as that of the ILT/BLT (BLT is the same body as the ILT.) is to support the work of the teacher teams with resources and feedback.

If no additional time (outside of what is contractually required for teacher planning CBA p. 29 lines 5 and 40) is provided in the schedule for this work, the teachers determine when and how they will collaborate and implement instructional strategies that meet the needs of their students. This also includes any other meeting required by administration.

If teachers have questions or concerns about the Ohio Improvement Process, they can contact Kendra Phelps at kphelps@cft-aft.org.

If your contractual planning time (minimum of 255 minutes per week for elementary and minimum of planning time for high schools is one bell per day or 225 minutes per week, whichever is greater) has been encumbered by the administration and your efforts to resolve the violation has proven unsuccessful, contact one of the CFT Field Representatives Don Mooney dmooney@cft-aft.org or Karen Imbus kimbus@cft-aft.org

Employees' Rights and Risks in Using Social Media - This week, District staff received an email from Lauren Worley, the District's Chief Communications Officer concerning

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the use of social media and interactions with the press or public. Her email is helpful in describing district policy when it comes to maintaining *school* social media accounts, or handling questions from the press *about your job, school or the district*.

However, CFT/CFOP members still have **First Amendment rights**. We can comment via social media or to the press on *matters of public concern* unrelated to your job, your students, your supervisors or the district. Board policy does not prohibit you from commenting on your social media account about local or national politics, public policy or elected officials, even if they are candidates for our school board.

Of course, we encourage our members to use common sense in the use of social media platforms like Facebook or Twitter. Here are some do's and do not's that we recommend:

DO.....

- Comment on national state or local politics, or issues you care about, like the environment, public school funding, or educational policy.
- Encourage your friends or followers to vote for or against specific candidates or issues, including local tax levies.

Do Not....

- Use social media to criticize your principal, school administrators or fellow employees, or how your school/worksite or the district is managed.
- Comment on Facebook or to the press concerning your students or their parents.
- Post photos on social media of your students without parental permission, which should be obtained in writing.
- Post photos which involve conduct that could be embarrassing to you or the district if seen by your students, their parents or members of the public. Example: excessive drinking, nudity, sexual conduct, drug use or other illegal activity.

Additional Important Dates to Remember:

CFT Membership Meeting – Wednesday, September 11 @ 5:00 pm in the Mayerson Banquet Room. All members are invited to attend.

CFOP Membership Meeting – Thursday, September 19 @ 5:00 at the CFT/CFOP Office. 2055 Reading Rd, Suite 120. This will be an open forum to discuss problems and concerns with the opening of the school year.

Annual Fall Celebration – Friday, October 11, 2019 at the Holy Trinity-St. Nicholas Greek Orthodox Church located at 7000 Winton Rd., 45224. The party starts at 4:00p and goes until 7:00p. Come and celebrate the end of the first quarter with us!

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5th Annual CFT/CFOP Trunk or Treat – Saturday, October 26, 2019 from Noon – 2:00p.
Location will be announced soon. Bring your little ones for some fun, safe trick or treating. We will also have music, food and crafts!

Well, that was a long one! But information you need to have!

Enjoy Your Weekend! And as always... If your colleagues are NOT receiving our emails, please encourage them to send an email to cft@cft-aft.org from their non-work email address and we will put them on our mailing list!

Like us on [Facebook](#) and Follow us on Twitter [@cincyteachers](#)

