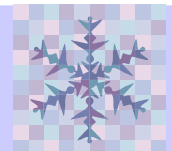




CTA SNIPPETS

<http://corningta.ny.aft.org/>



CORNING TEACHERS' ASSOCIATION

Nov/Dec 2014

Volume 12 Issue 3

President Report, Leslie Varga

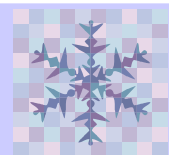
My thoughts on APPR.....

Rewind the clock to 2009. Several teachers and administrators were invited to serve on a committee to revamp CPP's teacher evaluation system. After nearly two years of hard work, the committee developed a meaningful teacher evaluation system that would operate on a three-year cycle for tenured teachers. The first two years would be formative —allowing the teacher to choose how to be evaluated; the choices might be to participate in a book study, collegial circle, peer visitations, etcand the third year (summative review) would be a culminating evaluation focusing on the work from the first two years and a formal evaluation using a few components of the Charlotte Danielson rubric. Non-tenured teachers would be observed every year—with a concentrated focus on specific elements of the rubric each year, until all of the components of all four domains were observed and critiqued. If a tenured teacher chose to be observed once every year rather than participate in district-approved staff development, that was an option. This evaluation system was called APPR: Annual Personnel Performance Review. Many teachers laughed about the new term “APPR” because it sounded so similar to “AARP”!

Teachers aren't laughing now.

Just as our district was ready to roll-out our APPR model, in 2012, Governor Cuomo, under the guise of “teacher accountability” **imposed** a system by which teachers would be evaluated. Our committee's plan for a formal evaluation every three years had turned into a state requirement of each teacher being observed and evaluated twice every year. Our plan to focus on a few of Danielson's components during a formal observation changed into EVERY component in domains 2-3 being observed in a 40 minute lesson, and domains 1 and 4 needed to be measured as well....*twice* every year—in both an announced and unannounced observation. The important work that the District committee had done was no longer acceptable in the eyes of our governor. State test scores and Student Learning Objectives (SLO's) have become the measure by which teachers are evaluated. Even Charlotte Danielson, creator of “A Framework for Teaching” believes that evaluating teachers based on high stakes tests is just wrong.....and here is the evidence! <https://www.youtube.com/watch?v=wo8EyEdubkA>

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President Report, Leslie Varga

What are the consequences of this imposed system of evaluation?

- HOURS of preparation spent by teachers who already have too much work.
- Precious time spent on the process that could be used for a more meaningful purpose.
- Increased levels of anxiety in anticipation of the lengthy cumbersome observation process.
- Money and resources for training that could be better utilized in schools that are already feeling the effects of budget constraints.
- Increased hours of “high stakes” testing of our students.
- Lack of true inter-rater reliability-adding subjectivity to the process.
- Creation of “busy work” with providing evidence for domains 1 and 4

Alan Singer, teacher and author writes:

Imagine an experienced surgeon in the middle of a delicate six-hour procedure where the surgeon responds to a series of unexpected emergencies being evaluated by a computer based on data gathered from a fifteen-minute snapshot visit by a general practitioner who has never performed an operation.

Imagine evaluating a baseball player who goes three for four with a couple of home runs and five or six runs batted in based on the one time during the game when he struck out badly.

Imagine a driver with a clean record for thirty years who has his or her license suspended because a car they owned was photographed going through a red light, when perhaps there was an emergency, perhaps he or she was not even driving the car, or perhaps there was a mechanical glitch with the light, camera, or computer.

Now imagine a teacher who adjusts instruction because of important questions introduced by students who is told the lesson is unsatisfactory because it did not follow the prescribed scripted lesson plan and because during the fifteen minutes the observer was in the room they failed to see what they were looking for but what might have actually happened before they arrived or after they left.

http://www.huffingtonpost.com/alan-singer/who-is-charlotte-danielso_b_3415034.html

Educational movements are like pendulum swings; traveling with a great force, then inevitably, a new campaign drives another educational cause back the other direction gaining momentum. Those who have been in education for some time know this to be true. WE know what good teaching looks like. WE know that stamping labels on teachers is wrong. Many excellent teachers with decades of experience are jumping off the pendulum because of this ridiculous imposed system. So I ask you, the experts in the field of educating our children-continue to voice your concerns. Insist on change. You are the experts. I continue to voice my concerns to those who will listen, and even to those who won't!

I keep the faith that this, too, shall pass.

Contract Items to Note.....



David Rich, Grievance Chairperson

“Knowing is Half the Battle”.

G.I. Joe

A sampling of the articles from the Corning Teachers’ Collective Bargaining Agreement that benefit our membership:

4.9 EARLY RETIREMENT INCENTIVE PROGRAM (SICK DAYS)

A. A teacher with ten (10) years of consecutive full-time service in the Corning-Painted Post Area School District will be compensated one hundred twenty dollars (**\$120**) times the number of accumulated sick days. The total amount may not exceed fifteen thousand dollars (**\$15000**). (A period of leave of absence without pay shall neither count toward accumulated service nor constitute a break in such service.)

8.5 COMPENSATION – STUDENT BASED ACHIEVEMENT

For the 2014-2015 school year, each member will receive payment of \$120 by June 30, 2015. This payment is awarded based upon all ten (10) schools within the District that made Annual Yearly Progress (AYP) for all students and all subgroups on NYS School Report Card for the 2012-2013 school year.

In the event that the State Education Department adds to, deletes from, or modifies the manner in which AYP is calculated, the parties will reconvene and negotiate such changes.

3.2 TEACHER ASSIGNMENT

(For High School Teachers--6th class)

By mutual agreement of the teacher and administrator, an extra instructional period may be substituted for the duty. Notification of the President of the Association in writing must be made of this agreement.

3.4 AFTER SCHOOL MEETINGS

Except in emergency situations, required building meetings outside regular working hours will not exceed three (3) per month.



CTA Welcomes Lindsay Ayers

Lindsay Ayers is a native of Painted Post and attended Erwin Valley Elementary School, Northside Blodgett and graduated from West High School. She talks very fondly about her experiences as a student with the Corning-Painted Post School District. Now she has the pleasure of teaching fourth grade at Calvin U. Smith Elementary where she has become immersed in the Living History Program there. Lindsay complete her Associates degree at Corning Community College. She then received her BS from SUNY Cortland. Lindsay is now working online to get her Master’s degree through Walden University. She and her dog Salem enjoy walks together and apartment hunting at this time.

From Lynette Crane

Rick Gallant, CTA member, NYSUT Board of Directors member

A couple of things on the bigger picture.....

Rick Gallant, CTA member, NYSUT Board of Directors member

Since the last edition of “Snippets” Andrew Cuomo was re-elected Governor of New York. There are some significant issues that we will face as a result of the election process. Governor Cuomo is very angry with NYSUT for not only not endorsing him for governor, but also for publicly thanking his opponents for their support of public schools and public school teachers. As a result, these issues will be front and center for us in the next year.....

- The Governor and his billionaire buddies will be working to raise the number of charter schools allowed under the law, and giving tax vouchers to people whose kids go to private schools. Instead of focusing on giving public schools the funding we need and deserve, he and his cronies will be working the legislature to allow more charter schools that will give these people more chances to make more money.
The moratorium on negative consequences for developing or ineffective teachers that he proposed has yet to be signed, and it does not appear that he will. (more retribution for no endorsement)
- He has stated publicly since the election that he plans to look to change the current APPR law and make it “tougher”. He is going to focus on the 80% that is negotiated locally.

These are the primary issues that we will face with the Governor and the legislature this year. NYSUT will work hard to lobby in Albany to prevent this. However, the Governor has some clout this year with his budget surplus. It is a concern that he can use this funding carrot to get legislators to support his stances.

There is also the ongoing litigation that involves tenure (the Campbell Brown et. al. case). NYSUT legal staff believes that this case will be resolved in our favor.

The Board of Regents regulations making field testing mandatory have been published in the state register. This starts the 45 day comment period. You can make a comment either supporting or opposing mandatory field testing (NYSUT opposes) to www.nysed.gov

It is essential that we remain aggressive, and outspoken in our defense of right that those before us worked so hard to forge. Continue to read “NYSUT United” and check www.nysut.org for the latest news. Another informative group is the Alliance for Quality Education (www.aqeny.org) Write, call, or e-mail your state senator and assemblyperson and tell them to support public schools and public school teachers.

As always, if you have any questions or comments, let me know. I hope everyone has a restful, fulfilling holiday season, and lots of time spent with family and friends. **Yours together, Rick**



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CORNING TEACHERS' ASSOCIATION

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David Rich, Vice-President Report

CTA = Corning Teachers in Action

The best part of being involved in our bargaining unit has been the opportunity to meet more teachers throughout the district and witness the wonderful things happening in all of our schools. I am in awe of the 470 professionals and their impact on our community.

For that reason, I have included a small sampling of "Corning Teachers in Action" during the holiday season in this issue to recognize the commitment of our members to our community.

Have a great holiday break!



Carder has had a Curl Up and Read day the last day of school before the break for many years. Carder Teacher Erin Merrill's dog Flip, has participated since 2011. He is a certified therapy dog and teachers sign up for him to visit their classes.

Carder Cares: Collecting for the Salvation Army



Severn assists the SPCA, from Maura Brown

Each year the kindergarten & pre-K classes at Severn do not do a gift exchange between the children. Instead, what we decided to do in the spirit of giving is to collect items for the SPCA and donate everything collected to them. We have found the families of Severn to be very giving and the SPCA to be so appreciative. (I have been arranging this with the SPCA for quite a few years now). It has been a wonderful experience and the SPCA always brings an animal to visit our classrooms and does a lesson on how to treat animals when they come to pick up their donations.

Middle School

- Collected Cards for Vets. Thanks Jessica Stalica and Melissa Morrison!
- Student Council is collecting food for local food banks. Thanks Audrey Tuttle
- Patty Beceriril-Drapikowski organizes her son's Cub Scout & Boy Scout group to help the Big Flats food pantry. In December, they ring the bell at Miniers grocery raise money for the food pantry.

HSLC

Our High School Learning Center students are bell ringing for the Salvation Army for 2 hours a day, 3 days a week. The students will put in about 25 - 30 hours of community service during the months of November and December.

Gregg

Each year the staff and students at Hugh Gregg Elementary School collect money to purchase food items to make "Blizzard Bags" for the Corning Meals on Wheels. These bags are used on days that the Meals on Wheels staff are unable to drive to homes due to snowy weather. Each year students decorate the bags and help pack the items (tuna lunch kit, fruit juice, soup, crackers, and a fruit cup). We are currently in our thirteenth year. This year we will pack 230 "Blizzard Bags."

Smith, Tricia Rosno

The **Pajama Project** is a nonprofit organization that collects new pajamas in all sizes and distributes these to local Red Cross chapters for use in emergency situations. Smith school has collected 100 sets of pajamas so far and will present them to our local Red Cross Chapter this month.

Winfield

The Winfield Student Council is doing a food drive. Any student or staff can bring in food and it will all be donated to the Salvation Army. At this time each classroom has collected at least one large box of **food to be donated**. This is an annual event hosted by the Winfield Student Council.

High School, Lori Pruyn

Operation H.A.W.K.S. will run through December 16. The goals of the project - to **Help**, raise **Awareness**, **Work** for others, show **Kindness** and demonstrate **Spirit** - will be reached by organizing and operating a school-wide collection drive for four different charities. The Student Council selected these four different groups so that students, staff and community members could donate items to organizations that they personally feel strongly connected to. **This year, we will be collecting for: The Food Pantry of the Southern Tier, Tanner's Paws, the Bath Veteran's Administration and the Arctic League.**

Carder

Carder will be collecting monies to go to the Corning Salvation Army After-School Program that so many of our Carder students and other students in the CPP district attend. Representatives from the Corning Salvation Army plan to attend our Holiday Staff Breakfast on Friday, **December 19th** and will be presented with a check at that time.

Erwin Valley

Our ELA curriculum focuses on how some children have difficulty accessing books due to different factors, like physical environment. So, we are collecting gently used books to donate to our community, and we are also purchasing new books for a few children at our school for Christmas presents. Our staff has "adopted" a few families in need, so my class will be adding the new books to that collection.

Severn

Severn school staff have adopted 2 families for Christmas. These families are being provided a combination of gifts, help with Christmas dinner, and household items.

CTA=
Corning Teachers in Action

CTA = Corning Teachers in Action, continued

Corning Teachers' Association Assists Heart to Heart of the Southern Tier



Once again, CTA members donated generously to help Heart to Heart of the Southern Tier

CTA Comes Through for Heart to Heart Families

A big *Thank You* goes to CTA members for participating in the 2014 Heart to Heart household product drive. Your participation will make a huge difference for many families in need. As you shop over the next year, please keep the 2015 drive in mind. Let's fill these shelves with... tissues (boxed), laundry soap, toilet paper, toothpaste/toothbrushes, shampoo/conditioner, deodorant, dish detergent, paper towels, bar body soap.

Another big Thank You to the building helpers: **Rick Gallant, Dave Rich, Ben Bowers, Lauren Frazer, Mimi Whittenhall, Judy Smith-Coleman, Susan Shappee, Kristen Bennitt, Keli Terwilliger, Angie Nichiporuk, Audrey Vorhees, Karen Cleary, Mitch Peck, Shawn Finan, Nicole Salyerds, and Doreen Bonomo!**



CTA Audit Committee Report Notice

AUDIT COMMITTEE REPORT

An audit of CTA's financial records for the period July 1, 2013 through June 30, 2014 has been completed. Audit Committee Members (**Glenn Stevenson, Paul Spear, and Mimi Whittenhall**) met with CTA Treasurer Scott Shaddock, and Accountant Lou Nessel,

The Association's financial records were found to be in good order and a report has been sent to our state and national affiliates.

CTA's financial records may be examined by any member of our organization. Please contact Leslie Varga

Good News and Info from our Members....

Dan Cohen — Wounded Warrior Project

I've completed my efforts for the year, and was able to raise \$1175 for Wounded Warrior. I want to thank the members of CTA for their support, my fundraising was much more successful than I expected it would be and this was in part because of the generosity of many CPP employees.

- Kristy & Geoff Bronner
- George & Janice Cohen
- The Maher Family
- The Scouten Family
- Ted Goldwyn
- Melinda & Joe shakeitup
- ForeDeckApe
- Jessica Steinert
- Cindy Annunziata
- Paul & Kelly
- You're my hero!
- Cyndi Podell
- Sweet family
- Powers family
- Christine Benoit
- Paige & Jill
- Marcia Strobel
- Sue Blanchard
- Nancy Shepard
- Becky & Dave
- Vince & Candice Hill
- Sue Gruber
- Barbara Baker
- Carrie Hale
- Tate and Ashley Williams
- Mitchell Peck
- Katherine Miller
- Cynthia Watson
- BK
- CowtownKahuna



Protecting your family for the future



It's important that your family members are financially protected throughout their lives. Have you stopped to consider what would happen to your spouse and/or children if you were to suddenly pass away?

Would your loved ones be able to continue to live in their home, pay regular bills and maintain a comfortable lifestyle? What about your final medical, burial or funeral expenses?

And it's not a question of just having a life insurance policy... make sure you have *enough* coverage to provide for your family. Find a plan that's right for you and your specific financial situation.

Plans designed specifically for NYSUT members

As NYSUT members, it makes prudent sense to look into the Term Life or Level Term Life Insurance Plans endorsed by NYSUT Member Benefits. Both of these plans offer specific terms and rates designed exclusively with NYSUT members and their families in mind.

The **Term Life Plan** is available for NYSUT members and their spouses/domestic partners under age 85. If you are under age 65, you can apply for coverage from \$25,000 up to \$1 million at premiums negotiated specifically for NYSUT members.

Meanwhile, the **Level Term Life Plan** offers terms for 10, 15 or 20-year periods. The premium that you start with is projected to remain the same and the benefit amount will not decrease throughout the term – regardless of your age or health condition.

You can enjoy an **additional savings of 15%** on published rates if your local association has approved automatic deductions from your paycheck or pension check and you sign up for that benefit.

To learn more about the Member Benefits-endorsed Term Life or Level Term Life Insurance Plans, call **800-626-8101** or visit ***memberbenefits.nysut.org***.

Member Appreciation Month is coming!

NYSUT Member Benefits wants to start the New Year off right with a celebration of the entire NYSUT membership.

These offers will continue into February 2015, which has been designated as Member Appreciation Month!

It's the strength of the more than 600,000 NYSUT members that makes it possible for Member Benefits to offer approximately 50 endorsed programs & services designed with you in mind.

This special celebration will be kicking off in January 2015 with the arrival of your new membership cards. This mailing will include a variety of special offers only available to NYSUT members.



This will be a month filled with a series of special prize drawings for items donated by our endorsed program providers. To be eligible for these drawings, all you need to do is be a participant in our voluntary MAP Alert email service.

We will announce the winners of these special prize drawings exclusively on the Member Benefits website throughout the month of February.

For more details about this exciting event, visit the Member Benefits website at ***memberbenefits.nysut.org*** or call **800-626-8101**.