



UP TO THE MINUTE

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Colorado Springs Education Association

President's Perspective

As spring approaches, there are three things that come to mind: It's the time when evaluations start to become a focus, CSAP testing begins soon, and spring break follows closely!

Please take a few minutes soon to review your evaluation documents (professional growth plan, observations, evaluation rubric, and documentation of rubric measures being met). I would like to remind you that the Master Agreement outlines this process, so please take the time to review pages 49-52, as they speak to teacher evaluations.

Master Agreement – Article XII Teacher Evaluation states, "Evaluations shall serve as the basis for improvement of instruction, enhance the implementation of programs of curriculum, and serve as the measurement of satisfactory performance for individual certificated personnel, serve as documentation for an unsatisfactory performance dismissal proceeding under article 63 of Colorado's Statutes, serve as a measurement of the professional growth and development of certificated personnel and measure the level of performance of all certificated personnel with the District."

Your ARs received training at the February meeting in CSAP administration. If you have any questions, please contact your AR or me at CSEA. We're here to help you.

Finally, look ahead a month and know that there will be time to breathe a bit, read a book just for the pleasure of it, and get ready for the final push of the school year..

See you around the campus!

Kevin



Money Matters!



CSEA Scholarship For Potential Educators

CSEA offers a scholarship for a graduating senior(s) in District 11 planning to enter education or a student enrolled in a Teacher Education Program intending to student teach at a District 11 School. Applications are due March 20. For an application, visit www.cseateacher.org, or check with either the CSEA AR in your building or the counseling office at any District 11 high school.

CEA Ethnic Minority Scholarship

The CEA Ethnic Minority Advisory Council is offering up to four \$1,000 scholarships to ethnic minority students whose parent or guardian is a member of CEA to assist in the student's college expenses. Learn more at www.cseateacher.org.

Union Dues, Out-of-Pocket Expenses and Your Taxes

Association members can deduct their dues as a miscellaneous itemized deduction on their federal income taxes. The December payroll advice (pay check stub) has the deduction amounts for members' 2009 taxes. Additional information is available at www.cseateacher.org.

Teachers and paraeducators can deduct up to \$250 for out-of-pocket classroom expenses as the "educator expense deduction" if they worked at least 900 hours in 2009. For more information, go to the IRS Tax Topic #458, Educator Expense Deduction.



Thumbs Up!



Thumbs Up! To **Nancy Hendryx, Edison**, for being appointed to serve on the CSEA Board of Directors as the Palmer Region Director until June 30, 2010, at which time the newly elected member will assume the office.



Thumbs Up! To **Joan Keating, Wasson**, for spending countless hours with M.E.S.A., giving the students such valuable experiences.



Thumbs Up! To **Al Everett, Hunt**, for motivating the students to collect \$2,800 for Jump Rope for Heart.



Thumbs Up! To **Rob Rodine, West Elementary**, for conducting one of the largest orchestra concerts ever given by an elementary school in District 11.



Thumbs Up! To all of the **candidates** in the recent election for CEA Delegate Assembly.



Thumbs Up! To **Charlee Archuleta, Rogers**, for being appointed to the advisory board of the National Council for the Social Studies (NCSS) publication, Social Studies and the Young Learner. A recipient of the 2009 Crystal Apple award, Charlee was nominated for the position by NCSS past president, Peggy Altoff.

Alternative Compensation

By Kevin Vick

As a member of the Alternative Compensation Committee, I have had an opportunity to do quite a bit of research on the subject of "Pay for Performance" in education. My research has yielded several basic conclusions.

First, successful pay for performance programs are expensive. They require a guaranteed, separate source of funding to make sure that all promises of increased pay are met. The Denver program costs \$25 million each year to fund.

Second, pay for performance plans that reward individual teachers are hard to administer and lead to poor morale among staff. When it comes to performance pay, it is usually too small to make a difference in the life of the teacher who receives the pay, but just enough to be an insult to the teacher who does not. Team oriented systems fare better than individual systems, but rewards in these systems are still too insignificant to provide the incentive to change behavior.

Third, these systems produce a number of unintended consequences. Systems that reward standardized test performance tend to sacrifice life lessons and a more holistic approach to learning. Systems that give higher pay for hard to fill positions can get teachers that are chasing the money instead of ones that possess a skill-set for the position. There have also been demonstrated cases of grade inflation and cheating to achieve a certain benchmark. Any of these occurrences would lead a district away from its core mission of educating students for a life after school.

Fourth, there is no adequate, relevant instrument for evaluating what makes a "good" teacher, because most of those qualities are not measurable. A survey of students asked the question, "What qualities in a teacher help you learn?" The survey showed that only 3% of the qualities listed were measurable. The rest were responses like, "My teacher likes me," or "My teacher has enthusiasm." This survey shows that teaching is as much an art as a science. It can't be broken into components and reproduced as a packaged skill-set.

There are studies that do dispute these conclusions, but they are vastly outnumbered by the studies supporting them. If you have questions about the research or would like to be directed to specific findings, contact me at vickkc@d11.org.



What Does the Master Agreement Say?

"Sick/Paid leave days may be used in blocks of no less than three and a half (3 1/2) hours measured from either the beginning or the end of the work day. For absences of less than 2 hours, a teacher may, with prior approval of the principal, arrange with other certified staff for coverage of the teacher's class(es). In such event, the teacher will not be charged for such absence nor shall the covering teacher be eligible to receive any extra duty pay."

Upcoming Elections

CSEA Board of Directors

Vice President (to be elected to fill the last two years of a three year term)

Middle School Director (to be elected to fill the last year of a two year term)

Coronado, Doherty, Mitchell, Palmer and Wasson Region Directors (each to be elected to a two year term)

CSEA Representatives to NEA RA

CSEA is allotted ten delegates. The President is automatically elected as one of those ten. Nine additional delegates will be elected. CSEA will provide funding for a limited number of delegates based on the budget and funding guidelines.

Campaign Guidelines and Approved Election Procedures

- ◆ Candidates are expected to follow the CSEA timeline to begin their campaign.
- ◆ Campaigning on District e-mail is personal use and is in violation of the District Acceptable Use Agreement if it is generated from a District computer.
- ◆ Candidates shall not use District phones to campaign.

The complete approved election procedures and timeline are posted at www.cseateacher.org.

State At-Large, Region Five Representatives to NEA RA

There will be no election. For State At-Large representatives, there were 13 candidates for 13 positions. For Region Five representatives, there were four candidates for four positions. CEA documents provide that when there is an uncontested race, there is no election, and the candidates are automatically elected. Sandy Cox and Rick Garcia were elected as State At-Large representative and Region Five representative respectively.

CEA Articles of Incorporation

There are two proposed amendments to the CEA Articles of Incorporation to be put before the membership state-wide.

Election Timeline Highlights

February 23	Information distributed at AR meeting
February 24	Announcement sent to all members
March 10	Deadline to submit nomination, position papers and photograph
March 11	Candidates may begin to campaign
April 1-6	Electronic elections conducted

Welcome to our new CSEA members!
We'll make you proud to belong!



Holly Bradbury, Audubon
Anastasia Campbell, Tesla
Veronica Christensen,
Doherty
Robert Duensing, Doherty
Linda Ferguson-Mayer,
Palmer

Derek Stach, Doherty
Irene Stitsinger, Mann
Meggan Michaels, Keller
Thomas Murphy, Coronado
Peter Nameth, Taylor