

October 2010

Colorado Springs
Education Association
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Love Your MA (Master Agreement)

The Master Agreement is the law of the land. According to Article II.E., if there are any conflicts between the Master Agreement and District policies, rules or regulations, the Master Agreement trumps.

Article X.A.6. states that end of quarter conferences shall not be scheduled for more than one evening. Teachers shall be provided with an equivalent amount of time off during the normal school day for time spent in such evening conferences.

It is the supreme art of the teacher to awaken joy in creative expression and knowledge.

Albert Einstein

Member Connection

Waiting for Superman, by Tim Cross

CSEA received an invitation recently for two people to see a special showing of *Waiting for Superman* on Tuesday, October 12. CSEA Vice President Kevin Vick and I attended. As many of you know, *Waiting for Superman* is coming out in theaters soon. Before I saw the movie, I was led to believe that the basic premise of the movie is that public education is failing kids. Having now seen the movie, the premise seems to be that teachers are failing kids. The movie assumes that the success or failure of kids to learn in the classroom correlates exclusively with the effectiveness of the teacher. We all know that this isn't true. The stories in the movie are heartbreaking and compelling. The kids that are profiled represent so much potential and undiscovered growth. As teachers, we know it is difficult to guarantee that any student in our classroom will realize his or her potential solely as a result of what we as teachers do. There can be no question that we are significant factors in a child's learning. We recognize and embrace that...it's one of the reasons we got into this profession. However, there must be community recognition that a child's growth reflects home conditions, community opportunities, resources, and a vast network of support from all who surround a school.

While teachers get beat up, the movie is none too flattering about teachers' unions. The same old blame is put on our professional organization, implying that we protect bad teachers and even force districts to continue to employ inept and incompetent teachers. In my five years in this job, I've never witnessed this nor participated in such acts. When evidence reveals a teacher is incompetent or poorly serving kids' needs, this organization always steps up to oversee proper training to improve the teacher or support the teacher in his or her endeavors to find a new profession and leave the classroom.

As frustrating as portrayals like this movie are, it is important for our organization to embrace the need for courageous conversation about how we educate our kids. We mustn't be afraid to have difficult conversations. Movies like *Waiting for Superman* require dialogue so that balance is present in high stake discussions. I encourage you to see this movie, but be prepared to leave feeling beat up. As teachers, you understand that reduced funding would further challenge your ability to teach and address the challenges that our students bring to the classroom, such as I've mentioned above. As you also know, Amendment 60 and 61 and Proposition 101 are on November's ballot in the elections.

If all three pass, District 11 will have to cut \$57 million from a \$200 million budget. This cut could mean closing a high school, a middle school, and four elementary schools. The District could add 10 students to every classroom, cut all staff salaries by 10%, cut all administration by 50%, and cut all of the non-required instructional programs by 50%, including athletics, art, music, and Gifted and Talented. Make sure you are informed about these initiatives and be sure that you vote. Sitting on the sideline this election season will be devastating if these initiatives pass. Vote on these initiatives and keep our schools from becoming the most poorly funded in the nation!

Leadership Spotlight

Elementary School Association Representatives

Audubon	Kathleen Brannan
Bristol	Janet Oliver
Buena Vista	Natalie Sardi
Chipeta	Danielle Snelson
Chipeta	Jessika Kardel
Columbia	Denise May
Edison	Jeanne Callahan
Freedom	Kelsey Scheuerman
Freedom	Caroline Ricks-Neuharth
Fremont	Nancy Ross
Grant	Emily Eberhart
Grant	Brian Kachel
Henry	Jeanette Applin
Howbert	Michele Bueter
Hunt	Jeanne Williams
Hunt	Kevin Coughlin
Keller	Paula Carole
Keller	Decorah Setter
King	Michelle Gemoets
Lincoln	Richelle Gittens
Martinez	Christina Vanderdoes
Mc Auliffe	Marilyn Eiden-Ripple
Midland	Amanda Thompson
Midland	Suzanne Estrada
Monroe	Terri Adams
Monroe	Gloria Hamilton
Penrose	Karen Hertsgaard
Queen Palmer	Jennifer Heiss
Rogers	Charlee Archuleta
Rudy	Angela Stutzman
Scott	Mary Durham
Scott	Clayton Bown
Steele	Margaret Couper
Stratton	Stephanie Burton
Taylor	Kathryn Downey
Taylor	Cherry Fenczik
Trailblazer	Nicole Dickson
Twain	Joni Hale
Wilson	Brenda Mccreight
Wilson	Amanda Panos

Vanessa Leiker, Palmer Region Director



I grew up amongst the corn and bean fields of Illinois as the youngest of four children. My father was a civilian fire fighter on an Air Force base and my mother was an excellent "domestic engineer" who should have been a teacher. She instilled my love of learning and music from an early age and was excited I chose to become a music teacher. Both of my parents passed away last January and I miss their tremendous support of my career.

I am thrilled to be teaching vocal and instrumental music at Steele Elementary. I joined District Eleven four years ago and before that taught 23 years in Pueblo. I have been a member of my local teachers' association every year since graduating from VanderCook College of Music and moving to Colorado 27 years ago. I am the co-chair of Membership for CSEA and serve on the CSEA Board of Directors as Palmer Region Director. I have served at the state level on CEA's The Fund for Public Education Committee. I believe in the strength of numbers and serving my colleagues by building our membership of CSEA.

Kelly Stroup, High School Director



Much of my life seems to be about District 11. My husband teaches at Palmer, and our girls, ages six and 11 go to District 11 schools. Since we have so much invested in this district personally, it is important to me that District 11 be strong for both students and staff.

I am excited to be a new member of the CSEA Board of Directors! I've been a high school social studies teacher for 19 years, 16 of them here in Colorado Springs. I was born and raised in Colorado Springs and learned the importance of being an active member in CSEA at a young age. When I was eight years old, District 11 teachers went on strike and so did I. My mother was on the bargaining team the year of the strike and I did not have to go to school for one week. As I got older I learned that it was not just a vacation from school for me but a tremendous sacrifice for the future. Clearly the power of teachers to stand up for their rights and to stand up for good education comes with a common voice.

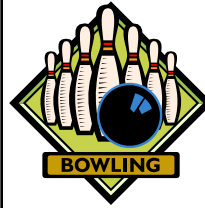
I hope to serve teachers by becoming better informed about the Master Agreement and to educate others about it as well.

How Do *You* Say Teacher?

Teacher in Afrikaans is onderwyseres, onderwyser
Teacher in Dutch is onderwijzeres, schooljuffrouw,
Teacher in French is institutrice, instituteur
Teacher in Latin is doctor
Teacher in Portuguese is professor, mestre, mestra
Teacher in Spanish is profesor, maestro, maestro

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

Cheryl Clinger, Mitchell
Carolyn Graham, Jackson
Brian Pecheck, Hunt
Susan Schandoney, Tesla
Elizabeth Stanbro, Bijou
Jennifer Ray, McAuliffe
Sandra Vicksta, Hunt
Wanda Wallace, Taylor
Jerry Whittier, Digital



CSEA Family Bowling Night Classic Bowl

1867 North Circle

November 13, 6 p.m.

\$5 per person for two games
Free shoes!

Please come and join other
CSEA members for a family bowling
night sponsored by your CSEA mem-
bership committee! Bring the family!
Bring a prospective member
and she or he gets the same deal!

CARE Training Workshop, by Tiresa Lytle, CSEA Member

CSEA recently sponsored a workshop, CARE, offering strategies for closing achievement gaps. For CSEA members, the workshop was free of charge as a benefit of belonging. For those that were interested, credit was available through Adams State.

CARE stands for Culture, Abilities, Resilience, and Effort. In this training, we learned about the range of achievement gaps students possess in a school setting. Culture, disabilities, languages, and economic circumstances can be factors to cause gaps in learning.

The trainer, Anne Franco, walked us through the different processes on closing the gaps. We learned that one needs to identify the student's culture and connect their culture to the learning environment and learning process. We did an exercise on names that showed us that the origin of a name can sometimes reveal something about a student's culture and background. An educator needs to identify their students' abilities and ability levels. By identifying a student's abilities, we can find teaching strategies to fit their individual ability. We talked about students' resilience and how to direct that resilience toward academic achievement. To build resilience, one must provide a setting in which human needs for support, respect, and belonging are met to enhance motivation for learning for each student.

We discussed how to help students find the motivation to put effort into their learning process. We talked about different ways of bringing the community and schools together to show students ways that the two entities can have connections and work together. We explored different activities and events a school can sponsor to bring the community closer together.

Closing the gaps to student achievement is a process and a goal, and the training provided examples and strategies on how to close the achievement gaps for students with diverse backgrounds.

Works 4 Me: Practical Tips from Teachers Like You: Seasonal Estimation Activity



Set up an estimation jar in your classroom. Use a candy jar, jelly jar, or even a large pickle jar that has been decorated for the season or holiday that is coming up. Fill the jar with a seasonal item: acorns for fall, water balloons for summer (empty, of course), pine cones for winter, seeds for spring, or seasonal candy.

Have students write down their estimates and put them in a decorated paper bag. At the appointed time, pick students to organize all guesses in ORDER and as a class, find the mean, median, mode and range of the estimates. The person who is closest to the actual number gets to keep the contents of the jar.

CSEA Happenings

October 29, 5:00 p.m. Boo at the Zoo
Southgate Sears parking lot

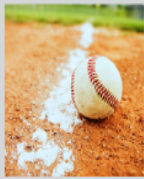
November 2, 6:30 p.m. Election Party
CSEA, 2520 N. Tejon

November 10, tba Member Night
The Melting Pot

November 13, 6:00 p.m. Family Bowling
Classic Bowl, 1867 N. Circle

November 16, 4:30 p.m. AR Meeting
Tesla

THE CALIFORNIA CASUALTY THOMAS R. BROWN ATHLETICS GRANT



Attention: Administrators, Athletics Directors,
Coaches, Teachers and Staff

**WIN A GRANT OF 2500 OR MORE
FOR YOUR SCHOOL'S ATHLETICS PROGRAM**



Thomas R. Brown
ATHLETICS GRANT
California Casualty

CA Lic 0041343

The California Casualty Thomas R. Brown Athletics Grant was established to provide support to public high school sports programs suffering from considerable budget cuts. As an employee of the school, you can apply for a grant award for your school's sports program. A minimum amount of \$2,500 will be awarded to select high schools throughout the state*.

To learn more and to apply for this new grant program available from California Casualty Auto & Home Insurance, a trusted education partner since 1951, visit CalCasAthleticsGrant.com.

Applications will be accepted through **February 1, 2011**. *During the 2010-2011 academic year, only public high schools located in the states of Arizona, California, Colorado and Oregon are eligible for grant awards.

To learn more about California Casualty or to get a quote, contact CSEA's representative, Kara Snell at **866-822-9080** or visit www.calcas.com/ksnell. Kara Snell will work with you to explore ways to make your dues dollars work for you!

We serve the people who serve our communities