

# Union Pulse

Colorado Springs Education Association  
November 19, 2020

## Thanksgiving Reset

Dear Members,

Thanksgiving is upon us, so we get a week—finally—to step back from what often has felt like an endless cycle of work. So many teachers, and not just our own in D11, have been overwhelmed with work, anxiety, and isolation, and Thanksgiving represents a chance to reset our bearings. When we're exhausted and deluged daily with ominous news and situations, our attention narrows along with our concerns. Our wish for the break is that we all find the opportunity to shrug off our burdens for a while and to lift up toward longer horizons eyes fixed so long on every footstep. Our gatherings might well be in our hearts, rather than in person, yet we realize it is in sharing challenges that we are warmer and stronger, trusting that we're all doing our best to bring our students and each other through.

The melancholy shift from summer's vibrancy to winter's chill slumber reveals a tentative beauty in between. We hope this [Thanksgiving](#) break you and yours can enjoy that space to refocus on what you are thankful for.

Warm regards,

Joe Schott, Ph.D., President  
Colorado Springs Education Association

## Announcements

### Dr. David Khaliqi on Teacher Expertise as Fundamental

As part of D11's reset of professional culture and instructional planning, Dr. Khaliqi of Education Insights (the D11 department formerly called EDSS) explains the purpose of the Continual Improvement Continuum Survey (even he says that's a mouthful). It is about sustainable change and development in how we approach instruction, *beginning with how teachers experience their own work*. The 5E (essentials) Survey, for instance, pointed out that *teachers' expertise is underutilized*, and that using it for planning and goal setting is basic to getting a whole picture of student learning—which happens in our classrooms!

In this 5-minute video, Dr. Khaliqi describes the background and purpose of the survey in transforming D11's approach to educating students:

<https://prezi.com/v/vscgncban02x/>

### Staff & Community Resources to Help Those in Need

- El Paso County Department of Human Services - <https://humanservices.elpasoco.com/> - information concerning local food resources, assistance programs, and other governmental services.
- Care and Share Food Bank - <https://careandshare.org/> - food resources.

- TESSA of Colorado Springs - <https://www.tessacs.org/> - confidential support for victims of domestic abuse and sexual violence.
- Catholic Charities - <https://www.ccharitiescc.org/about-us/> - food and stability resources
- Safe Passages of Colorado Springs - <https://www.safepassagecac.org/> - helping children who are victims of child abuse.
- Inside Out Youth Services - <https://www.insideoutys.org/youth/> - safe space for LGBTIQ+ youth
- Various announcements from D11 - <https://app.peachjar.com/flyers/all/districts/30678> - includes food distribution sites, homework help, scholarship opportunities.

### Well-being Survey

Teachers have focused immense energy on their students this year, and in turn, we need to pay some attention to their well-being. The survey is short and targets those under the Master Agreement. For those who are not “teachers” under the MA, we have reached out to CSASE and ESP Council. We are offering to them the opportunity to adapt our survey for their groups, and they are determining whether they will send a similar survey. Your CSEA Board cares and wants to know how you are doing.

<https://www.surveymonkey.com/r/JMBG75W>

### Member Benefits

**Top 40 Information** - For staff who are considering retirement in the near future, this is an annual reminder that **you must submit a written, non-binding notice of intent to HR if you want to be evaluated for Top 40 retirement benefits.** This non-binding notice of intent must be submitted no later than the first Tuesday after Thanksgiving Break. This year it is **December 1, 2020.**

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