



CCAFT Weekly Update 6/3/15



Corpus Christi AFT

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Summer Professional Development
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PDAS Walkthroughs
Teacher Evaluations and High Stakes Testing
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CCAFT Professional Learning

Have a great summer! CCAFT will be open and available during the summer months

Summer Professional Development- The CCAFT led consultation committee discussed summer professional learning offerings with Dr. Maria Guerra during the last consultation meeting in May. We acquired very interesting information pointing to miscommunication and misunderstanding between what the downtown administration is saying compared to what principals and local campuses are telling teachers. Dr. Guerra made very clear that these summer offerings are strictly voluntary. No teacher is required to attend any of the summer courses. No teacher will be docked pay or on the teacher evaluation for not attending this summer. These offerings are provided as options for employees only. One option is attending six hours of summer professional learning in exchange for a January 4, 2016 contract day. Working more than six hours is unnecessary since only one contract day is being offered for exchange. Any other required trainings the district claims is mandatory, but be provided during the calendar work year, and you can't be penalized.

The Teacher Work Day- CCISD is considering changing the teacher work day for 2015-16. This was explained by Dr. Guerra at the May consultation committee. While the committee did not vote for approval yet, it is worth considering. The plan is to move forward the teacher work day by 15 minutes. For example, secondary teachers begin the work day at 8:30 as opposed to 8:45. The release time is 4:00 as opposed to 4:15. The day begins and finishes slightly earlier, but the total time of the work day remains the same. The plus to this is that the district's initiatives can be communicated and prepared at the start of the day, while preserving the integrity of the 450 minutes of personal planning and prep time guaranteed by law for all teachers.

Unfair PDAS Walkthroughs- CCAFT is pursuing the associational grievance against CCISD for unfairly changing the walkthrough from during the spring semester. Our goal is to ensure that teachers are properly

trained and the district has properly communicated the observation walkthrough from details and expectations. Consistency should be expected and we hope that moving forward, CCISD begins and finishes the school year with a standard walkthrough form that all teachers fully understand. CCISD is using delay and stall tactics in resolving this grievance. CCAFT is now requesting legal intervention to ensure the process is protected and the grievance is heard. Any teacher who was docked negatively on their PDAS should call the CCAFT office to challenge the validity of the document.

Evaluating Teachers based on High Stakes Testing- All CCAFT members are asked to attend the school board meeting on June 8, 2015 at 3:30 pm. The district is considering using the new T-TESS teacher evaluation system, replacing PDAS. To do this, CCISD would apply to TEA for participation in a state pilot program. The issue with the new system is that it opens the door to evaluating teachers based on high stakes testing and/or STARR. For many reasons, we oppose misusing student test scores to evaluate teachers. These test results are misleading, unreliable and even invalidated when evaluating teachers. The American Statistical Association has slammed the use of any formula attempting to evaluate teachers based on student results of high stakes testing. We are asking all teachers to attend the June 8, 2015 CCISD school board meeting. The school board will hopefully make the right decision and ensure that the 20% portion on “student growth” will not now or in the future be determined by standardized testing. CCAFT encourages the use of portfolios, student products, projects and other forms of student work to determine growth, not high stakes testing. Finally, although TEA is rolling the new model out for adoption, but nothing legislatively authorizes TEA to mandate use of T-TESS. CCISD does have local control over what the teacher evaluation piece looks like. There is no mandate compelling CCISD to tie evaluations to test scores. On your duty free time, please send our prepared letter that can be accessed and emailed to all CCISD school board members by clicking this link. Follow the simple steps. Thanks for your participation. <https://actionnetwork.org/letters/teachers-are-not-guinea-pigs?source=facebook&referrer=ray-mcmurrey>

Legislative Update- The legislative session in Austin has wrapped up and public education did not get the funding we needed. Texas did not pass a teacher pay raise from the state. The 2015-17 education budget does include an additional 1.5 billion dollars on top of projected increases for enrollment growth, but it was nowhere near the level of funding our schools are starving for. While the district will see some new money from the state, along with a rise in local property values, CCAFT is still pushing for a local pay raise. Dr. Hernandez has positively stated a hope for an increase during the consultation sessions, but we are waiting to crunch final numbers. Our goal is to push a 6% increase across the board and a significant increase to starting teacher pay, which CCISD lags at the bottom of the urban cohort. Until we change the leadership in Austin, it appears funding for public education is not a top priority.

Congrats to CCAFT PD Trainers headed to Baltimore- CCAFT is committed to our Professional Development committee and we continue expanding professional learning opportunities for all members. This summer CCAFT is sending ten teachers to Baltimore. After an intense 7 day training these teachers return to Texas licensed by TEA with national credentials to train other educators. The AFT PD program is a national curriculum with Level 3 research based courses. Our fall 2015 catalogue will be released in August. A variety of professional development topics and classes will be offered for continuing education credit toward the 150 hours needed every five years for re-certification. All of our courses are credited by TEA. Any PD questions can be answered by Mrs. Linda White at 855-0482.