



sta note

# New Teacher Evaluation

Who should define excellence in teaching?  
Teachers.

That fundamental tenet - that practitioners should lead the way in defining excellence in the professions - guided NYSUT in working to shape a new plan for teacher and principal effectiveness - one that, for the first time, defines a system of continual professional growth supported by meaningful evaluations and professional development.

"Practitioners know best what defines excellence," said NYSUT President Dick Iannuzzi. "They know that haphazard evaluations fall far short of either defining excellence or supporting teachers who are struggling. In survey after survey, our members overwhelmingly support high standards for professional excellence, they want to see the profession strengthened, and they want to be the ones leading the way."

At the same time we know there are many factors teachers cannot control that influence student achievement. This new process advances the teaching profession while ensuring that members' due-process rights remain fully protected.

"The need to improve teacher evaluations and the Race to the Top timeline created a strategic opportunity," said NYSUT Vice President Maria Neira. "NYSUT was able to leverage the circumstances into an opportunity to direct the conversation on effective teaching, and to lead based on the perspective and expertise of practitioners. With these changes, everyone will know the elements of effective teaching. Teacher standards will be the foundation." Evaluation Q&A can be found on the STA website & listserv.

From: NY Teacher - June 2, 2010

**10/3/10 - Making Strides Breast Cancer Walk - Clinton Sq.**  
Join Team STA on the STA website

## Rep Assembly Open Forum Question and Answers

Q: How many years do you have to work in the district to keep health insurance when you retire?

A: Article 18-C-2 - Retiree health benefit eligibility shall be fifteen (15) years in the Syracuse City School District effective July 1, 2010 for members hired after September 28, 2007. Members hired prior to September 28, 2007 shall continue to be eligible for the Retiree Health Benefit after ten (10) years in the Syracuse City School District.

Q: We have Professional Development every day from 7:30 - 8:00 a.m. Is that ok?

A: The SLT determines how the 30 minutes of professional time is used. If there is a concern about how the time is being used it should be discussed at SLT.

Q: Can a program assistant be shared between two inclusion classes? Are they required to go to specials with those children?

A: Yes, program assistants can be shared. The students' IEP's will dictate the coverage. If program assistants are scheduled by their building administrator to go to specials they can be asked to go to the special with the student(s).

Q: Is a long-term sub paid for teaching a 6<sup>th</sup> block if the Unit 1 they're subbing for is doing a 6<sup>th</sup>?

A: That needs to be addressed with the Director of High Schools as soon as or before the long-term begins. They should be compensated but if the SCSD is not willing to do this the schedule must be adjusted so the long-term is only working a five period day.

Q: If a Unit 8 TA/Sub subs for a teacher who teaches a 6<sup>th</sup> block, will they be compensated?

A: Currently there is no provision, however Nancy is working on this issue with the SCSD. When more information is known we will publish it. continued on back...

## STA Officer Vacancy

The Executive Vice President for Labor Relations position is vacant. An election will be held at the October Rep Assembly. If you are interested in the position please submit a resume of no more than 400 words to the STA Election Committee C/O the STA Office by 4:00 PM, September 30, 2010. If you would like to submit your resume by email you may do so. Please submit a Word document to [jdinap@syrteach.org](mailto:jdinap@syrteach.org) by 4:00 PM, September 30, 2010.

# Rep Assembly Q&A Continued...More on Listserv

Q: A teacher next to me is teaching a 6<sup>th</sup> block and being paid extra, as a Science teacher why can't I?

A: Science teachers can teach an extra block and be compensated. However, the past practice has been that science teachers don't have a duty period as compensation for their lab component. A science teacher would have to teach one more section (including the lab) to meet the requirement for the sixth block compensation.

Q: Our administrator has told us that the new evaluations go into effect immediately and that Race to the Top super-

cedes our contract. Yesterday in an email, our administrator stated field coordinators have been given authority to observe and give feedback on your performance... is this part of Race To The Top?

A: The new evaluation system does not go into effect until the next contract which would be the 2012-2013 school year. Field coordinators have always been able to do evaluations and give feedback. This is not a change due to Race to the Top.

Q: Is there any language in the contract requiring Unit 1 members to be on building level committees? What about two committees?

A: Only SLT members are required to serve on committees. SLT members are only required to serve on one additional committee besides SLT. This is listed in Article 22A, 2, b: "The SLT and its members shall ... Serve on at least one (1) of the three (3) other school-based subcommittees (Instruction and Professional Development, Labor Management, Behavior and Discipline)."

Q: Please clarify: The MOU regarding the extra 1/2 hour stated that SLT should decide how the 1/2 hour should be spent. Instead the principal decided what should be done without consulting anyone. She also never distributed the MOU from Superintendent and President of STA to the building.

A: Per memorandum jointly developed and published by the superintendent and the Association "It is the expectation that the school leadership team (SLT) would determine the direction and set the schedule for this time." The memo is available on the STA website.

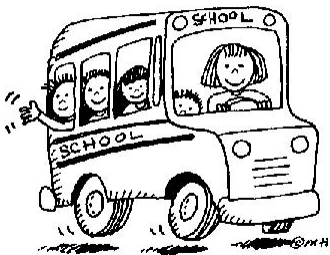
Q: Are teachers that are non-tenured allowed to teach an extra class and be compensated 1/6<sup>th</sup>?

A: Article 12, F, 2: "Tenured secondary teachers may volunteer to teach one additional class beyond the contractual limit of five (5). Non-tenured secondary teachers shall not be eligible to teach an additional class. No teacher can be assigned an additional class beyond the contractual limit. Tenured secondary teachers choosing to teach an extra class shall receive a salary increase equivalent to 1/6<sup>th</sup> of their annual contract salary." The only exception to this is Fowler High School because of its turnaround status.

More Q&A's from the Open Forum were sent out on the STA Listserv. If you are not signed-up to receive the STA Listserv please go to the STA web site and sign-up. The address is <http://syracuseteachers.org>.

## Stuff-A-Bus Supplies Get to Schools in the SCSD

At the Rep Assembly in September schools were awarded the supplies from the Stuff-A-Bus event held this summer. The Stuff-A-Bus event was held at Alliance Bank Park in conjunction with the Central New York Labor Council and the Area Labor Federation.



The STA would like to thank everyone who participated in this event.

Schools that won the supplies were Blodgett, Dr. Weeks, Ed Smith, Grant, Roberts and Van Duyn.

## Special Ed Leadership Team

The STA and SCSD are looking for representatives for the district wide Special Education Leadership Team. It would be great if each school had a representative at the meeting. You do not need to be a Special Education teacher to be part of the committee.

Meetings are held at Lincoln Middle School on the first Wednesday of the month at 3:15 PM.

## STA Headed to DC on 10/2

The STA and NYSUT are working on filling a bus to go to Washington DC on October 2, 2010. The bus is for a rally to support public education, access to health care, job and a strong economy.

The information about the bus trip and rally is available from the STA through Ed O'Rourke (eourourke@syrtech.org).

