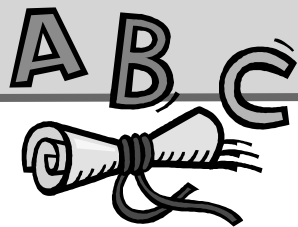




# LEAD TEACHER CREDENTIALING PROCESS

By: Lesley-Ann Smillie, CFT Professional Issues Representative



As of this school year, there will now be two application periods for lead teacher credentialing. Applications will be accepted in Human Resources:

- October 16 - November 13
- March 5 - April 2

These are the only dates that applications can be submitted and they must be time-stamped by 4:30 of the final date. Decisions will be made by January 22<sup>nd</sup> for the Fall application period and June 1<sup>st</sup> for the Spring application period. Applications will be available on Staffnet during the application period and paper copies will be sent to each school. If you are interested in becoming a credentialed lead teacher in the Cincinnati Public School system, please mark these dates on your calendar.

According to our Collective Bargaining Agreement, page D-4, "Teachers seeking lead teacher status must be at the advanced or accomplished level on the Teacher Evaluation System prior to submitting an application. Teachers who hold National Board Certification need only go through the application process to be credentialed as a lead teacher; however, their next comprehensive evaluation must place them at the advanced or accomplished level to retain their credentials. Teachers who have not had a comprehensive evaluation and who have had five years of consistently satisfactory or above teaching of which the last three have been, at the minimum, half-time employment in the Cincinnati Public Schools, and who are currently full-

time shall have the opportunity to apply to the Lead Teacher Panel for lead teacher status."

Teachers who successfully complete the application phase and interview phase of the lead teacher credentialing process, but have not undergone a comprehensive evaluation through TES, will be scheduled for a comprehensive evaluation the following school year. In order to become a Lead Teacher you must be rated in the advanced or accomplished category as defined in the Teacher Evaluation System. Teachers who applied in the past and have not been credentialed are eligible to apply again.

## LEAD TEACHER APPLICATION TIMELINE FALL 2006-2007

10/16/06	Lead Teacher Application forms arrive at each school office.
10/19/06	Lead Teacher information meeting held from 4:40-5:30.
11/13/06	Lead Teacher application Forms are due in Human Resources by 4:30 P.M.
11/20/06	Lead Teacher Panel (CIT) receives applications.
11/30/06	Lead Teacher Panel (CIT) meets to review applications.
12/4/06	Approval/Denial letters sent for application phase
12/4-15/06	Interviews conducted and submitted to the panel for those who passed application phase.
12/18/06	Lead Teacher Panel Meets to review interview phase.
12/19/06	Approval/Denial letters sent for interview phase.
1/2/07	Appeals of the application phase due to HR by 4:30 P.M.
1/8/07	Lead Teacher Appeals Panel meets to review appeals of the application process.
1/16/07	Appeals of the interview phase due to HR by 4:30 P.M.
1/18/07	Lead Teacher Appeals Panel meets to review appeals from the interview phase.
1/22/07	Approval/Denial letters sent.
5/15/07	Comprehensive Evaluation scores are due to Human Resources.

## Lesson Plan Requirements

By Lesley-Ann Smillie

"Teachers are required to show evidence of daily preparation for instruction including lesson plans in a format determined by the ILT. The written lesson plans shall include an adequate statement of the purpose(s) of the lesson, the activities to be used to achieve the stated purpose, and the means to be used in evaluating whether the purpose has been achieved." The full contract language can be found in the Collective Bargaining Agreement section 220, pg. 32.

The CFT Collective Bargaining Agreement (CBA/contract) spells out what shall be included in a lesson plan (purpose, activities and evaluation). The ILT determines how it shall look; meaning the specific format to be used. An ILT cannot vote to include more in a lesson plan as ILTs do not have the authority to amend the CBA. ILTs simply determine the **format** of the lesson plan, not the **content** that must be included.

Since SEAL was introduced to teachers, there have been questions about contractual requirements. SEAL is a tool that teachers can use to help guide them in providing high quality, standards-based instruction in their classrooms. SEAL stands for Standards, Examine Data, Assessment, and Learning Experiences. The "examine data" component is not a contractual requirement and teachers can not be required to write lesson plans beyond what is outlined in our Collective Bargaining Agreement.



## G.R. "Sam" Schloemer Endorsed for Ohio School

Cincinnati Sam Schloemer has been endorsed as a candidate for the Ohio School Board. Sam has been a very outspoken critic of how Ohio's Charter Schools are operated and not held accountable. His priorities for the Ohio School Board include:

- School Funding – Despite four Ohio Supreme Court decisions, the General Assembly refuses to address Ohio's antiquated, unfair funding method.
- Charter Schools – Funding of Charter Schools is taxation without representation.
- The Achievement Gap – I co-chaired the Board's Task Force on Narrowing the Achievement Gap which revealed disparities between disadvantaged minorities and other students.
- Science Curricula – After five years of discussion, a strong movement persists to teach Intelligent Design creationism in Ohio's public schools thus compromising Ohio's high school science curricula.

Sam has also been endorsed by the local Democrat and Republican Parties, as well as by the AFL-CIO and Ohio Association of Public School Employees to represent the district that encompasses Hamilton and Warren Counties.

CFT urges you to vote to re-elect Sam Schloemer to the State School Board to retain a strong voice of reason for our public schools. His opponent is very well-funded and he is a strong supporter of Charter Schools. Sam's daughter is a teacher in CPS. Visit his website at: [www.samschloemer.com](http://www.samschloemer.com)

### In Memoriam: Evelyn Starkey

Long-time CFT member Evelyn Starkey passed away on September 11 after a 14-year struggle with cancer. Evelyn taught at our old Cutter Jr High School and then took time off to raise her children. She re-joined CPS in 1978 in Auxiliary Services; and served as teacher and CFT member at Elder High School, working with learning disabled students. Evelyn served as a CFT Building Representative for Auxiliary Services teachers. She helped many of her students pass the Ohio proficiency tests and never gave up on any students. She continued to teach despite her serious medical condition.

Evelyn Starkey is survived by her four children, two siblings, and four grandchildren. We hope the family finds solace in the memory of the many children served by Evelyn.

Services have been held. Memorials may be made to the Children's Home of Cincinnati, 5050 Madison Rd 45227 or to Elder High School.

### In Memoriam: Arthur Hull

On September 19, we lost a former Board Member who provided outstanding service and integrity to the CPS. Art was elected to the Cincinnati Board of Education in 1995 and served as a CPS Board Member through 1999. He served on numerous Board and school district-related committees.

Mr. Hull is survived by his wife, Carmen, a CPS administrator, and by four daughters, one of whom is a CFT member and Walnut Hills teacher, as well as other relatives and friends. He was a very dedicated public servant and cared very deeply about Cincinnati Public Schools.

Services have been held. Donations may be made to the LifeCenter Donor Network, 2925 Vernon Place, Ste 300, 45219.

## CFT/ACPSOP 2006 ENDORSEMENTS

Recommendations of CFT's  
Political Action Committee

Hamilton County Commissioner: **David Pepper**  
Court of Appeals: **Jim O'Reilly**  
State Board of Education: **G.R. "Sam" Schloemer**

Vote **YES** on: **Hamilton County Children's Services Levy and Hamilton County Health & Hospitalization Levy**

(both are renewals and will NOT raise your taxes)

The following are State Endorsements by the Ohio Federation of Teachers: OFT reserves the right to endorse candidates for State Office. The policy of OFT is: "In State Senate, State Representative, and US Representative races, the OFT COPE Steering Committee will act on recommendations of locals, unless locals choose not to screen candidates. In that event, OFT will send a questionnaire to candidates in the race."

Governor: **Ted Strickland**  
Attorney General: **Marc Dann**  
Secretary of State: **Jennifer Brunner**  
Ohio Supreme Court: **Ben Espy & William O'Neill**  
Treasurer of State: **Richard Cordray**  
Auditor of State: **Barbara Sykes**  
US Congress: **Sherrod Brown**

1st Congressional District: **John Cranley**  
2nd Congressional District: **Dr. Victoria Wulsin**

### Ohio Senate-

9th District: **Eric Kearney**

### Ohio House of Representatives-

28th District: **Connie Pillich**  
31st District: **Steve Driehaus**  
32nd District: **Dale Mallory**  
33rd District: **Tyrone Yates**  
34th District: **Stephen Silver**

Presented to CFT Executive Council: 9/7/06 Approved  
Presented to CFT Membership: 9/13/06 Approved

(for a complete listing of the OFT endorsements please visit the OFT web site: [www/oft-aft.org](http://www/oft-aft.org) or for Cincinnati AFL-CIO endorsements and information on issues visit their web site: [www.cincinnatiaflcio.org](http://www.cincinnatiaflcio.org))