

Annual Formative Observations

By: Lesley-Ann Smillie, CFT Professional Issues Representative



This year the Annual Formative Observation format has changed. The Annual Formative Observation will include observations related to Domains 2 and 3, however teachers are still required to show evidence of daily preparation for instruction, including lesson plans, as agreed to in the CFT Collective Bargaining Agreement. The Annual form now includes boxes to denote performance levels; i.e. Distinguished, Proficient, Basic, Unsatisfactory, or No opportunity to Observe, unlike last year's which included only proficient or not proficient ratings.

For this year's Annual Formative Observation, only the conference page is to be submitted to Human Resources, not the first page of the Annual Formative Observation. Pursuant to our Collective Bargaining Agreement, Section 210, Teacher Evaluation (pg.21), "A teacher shall undergo the annual assessment every year s/he is not scheduled for comprehensive evaluation or peer review. Annual assessment, as defined in the TES shall include at least 1 classroom observation sufficient in length to justify

the conclusions reached." The Annual is designed to be formative or "for the purpose of enhancing the professional skills of teachers," as stated by Charlotte Danielson.

The process for the Annual Formative Observation(s) begins with the administrator holding an Evaluation Orientation Meeting with the members represented by CFT to explain the annual assessment process. This must take place prior to the annual observation. The administrator is to conduct one Annual Formative Observation and return the Annual Formative Observation to the teacher within **ten working days**. The teacher has the option to submit additional, pertinent information in writing about the lesson observed but if submitted, it must be done so **within 24 hours of the observation**. These observations are scheduled to be completed by the last working day of February (although this is not the contractual deadline).

Teachers on salary steps 16 and 21 should receive two formal classroom observations. The Annual Formative

Observation form for both observations must be returned to the teacher within **ten working days**

of the observation. If the two observations indicate "serious deficiencies," the principal shall refer the teacher to intervention and the teacher shall not qualify for the increment in that school year. Otherwise, the increment will be given. "Serious deficiencies" is defined as an overall domain score of 2 or below.

The administrator will next hold a conference with the teacher **within thirty days of the observation**. Conference notes are to be included on the Annual Formative Observation Conference Sheet, and are to focus on comments/suggestions that are mutually agreed upon during the conference. The Administrator and Teacher are to sign off on the Conference sheet and both are to receive copies. The administrator submits **only** the signed Annual Formative Observation Conference Sheet to Human Resources.

SCHEDULE E / LEAD TEACHER / TEAM LEADER APPROVAL AND PAYMENT PROCESSING SCHEDULE FISCAL YEAR 2006-07

End of Quarter Dates	Board Approval Dates	Certificated Pay Period End Date	Certificated Payroll Check Date	Civil Service Pay Period End Date	Civil Service Payroll Check Date
11-6-06	11-6-06	11-11-06	11-17-06	11-18-06	11-22-06
1-26-07	1-22-07	2-3-07	2-9-07	1-27-07	2-2-07
4-6-07	4-16-07	4-14-07	4-20-07	4-7-07	4-13-07
5-30-07	6-11-07	6-9-07	6-15-07	6-2-07	6-8-07

Intervention Process of the Peer Assistance and Evaluation Program

By: Lesley-Ann Smillie, CFT Professional Issues Rep.



The Intervention Process is a component of the Peer Assistance and Evaluation Program (PAEP) that is intended to assist teachers to improve their teaching skills or practices. The Peer Review Panel (PRP) is a joint committee made up of 50% teachers appointed by the CFT and 50% administrators who serve as the governing body of the program. If a principal

believes that a teacher should be placed on intervention because of concerns about his/her teaching skills or practices or work with students in the classroom, such a **referral** is submitted to the PRP after the principal has conducted two formal observations, which are also submitted, along with the referral.

The PRP then will notify the teacher that he/she has been referred to intervention. **The PRP** shall then **determine**, using an in-

vestigation procedure, **whether or not the teacher shall be placed in intervention**. The complete Peer Assistance and Evaluation Guidelines, including the investigation procedure, can be found in the CFT Building Rep. Handbook under important policies. Collective Bargaining Agreement language regarding "Referral to Intervention" can be found in section 210 Teacher Evaluation, pg.21.

STRS/SERS & SOCIAL SECURITY

By Sue Taylor, CFT President

Have you held other jobs in which you contributed to Social Security? Do you have a spouse who contributes to Social Security? If so, below is information you need.

In 1977 the US Congress passed the Government Pension Offset (GPO) law that has a significant impact upon a public retiree who has paid into Social Security and also paid into a state pension fund, and who should be eligible for their spouse's Social Security pension. Under the GPO law, when the public employee retirees, he/she is required to report to the Social Security office the amount of his/her state pension (SERS or STRS). Two-thirds of the SERS or STRS pension amount is then subtracted from their Social Security payment. This creates a very drastic reduction in Social Security benefits and, in many cases, eliminates the Social Security amount. All future cost of living increases are also reported to Social Security and again, two-thirds of the amount is subtracted from Social Security.

In 1983 Congress next passed the Windfall Elimination Provision, affecting public retirees who earned a pension working for a government agency and also worked at other jobs where they paid Social Security taxes long enough to qualify for retirement benefits. They can lose up to 60% of their Social Security benefits.

Currently, the position of the majority of members of the US Congress believes there is no money to change these laws that affect teachers, police officers, firefighters and other public workers.

Several bills have been introduced to modify the harsh consequences of these laws but each bill died at the end of the congressional sessions because the Chairman of the Ways and Means Subcommittee on Social Security would not allow the repeal bill out of the subcommittee to the floor for a vote. To try to bring a greater measure of fairness, Rep. Doggett of Texas introduced a Discharge Petition, House Res 987. This petition needs 218 Representatives to sign the petition within the next few weeks so the GPO/WEP can be called up for a vote and repealed. The Discharge Petition now has 120 signers. 98 more are needed. Little time is left before the end of the year when the bill will die again for lack of signers.

So, if you have contributed to both Social Security and STRS (or SERS), I urge you to call your US Representative and strongly request that he/she sign Discharge Petition House Res 987. As these representatives campaign and ask for your vote, please ask for their vote on this Discharge Petition.

The following local US Representatives have not signed the Discharge Petition. Each is up for reelection. Please consider telephoning their local office to urge them to do so:

Rep. Steve Chabot (513) 684-2723

Rep. Jean Schmidt (513) 791-0381

Rep. John Boehner (513) 779-5400

For more information, you can access this website:
www.dingomt.com/ssoffsetlaw



Educator's Open House at the National Underground Railroad Freedom Center Saturday, October 28, 2006

Educators are invited to explore the Freedom Center exhibitions, tour offerings, and teacher resources in an interactive format. Participants will learn how the Freedom Center's educational program supports state and national curriculum standards, teacher goals, and student learning.

To make your reservation, contact Valdasia Merrick at 513-333-7559 or vmerrick@nurfc.org.

The agenda will be:

9:30—10:00 a.m. -	Registration and Brunch
10:00—10:15 a.m.—	Welcome and Introduction to the Educator Resources at the Freedom Center.

10:15—12:00 Guided Freedom Center Tours

For more information visit www.freedomcenter.org

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
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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 or for Cincinnati AFL-CIO endorsements and information on issues visit their web site: www.cincinnatiaflcio.org)



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Lighting the Way
Since 1915
e-mail: ncsc@womenscityclub.org
website: womenscityclub.org



Green and Healthy Schools 2006-2007

Monthly Educational Series

Board of Education Auditorium at the Mayerson Academy

2650 Highland Avenue, Cincinnati, Ohio 45219

Date: Third Thursday of the month

Time: 4:00 – 5:00pm

Program

- November 16** - Children's Environmental Health & Indoor Air Quality Overview
- January 18** - EPA Tools for Healthy Schools
- February 15** - CPS Wellness Policy and Healthy School Environments
- March 15** - Green Products Fair
- April 21** - *Earthday*-Green and Healthy Schools Conference - Details TBA

For more information call 513-541-4607 or email

nsgreenschool@yahoo.com

Or go to: [http:// www.allvohio.org/green-and-healthy-schools-program](http://www.allvohio.org/green-and-healthy-schools-program)

AFT Member Consumer Alert Alert on Credit Card Offer

The AFT has learned of a "credit" offer mailed to some AFT members from Union Workers Credit Services, whose Web site implies that the company is associated with the AFT and other international unions. **They are not.** AFT's general counsel has written to this company and demanded that it remove AFT's name from its Web site. Beware of any credit card offer that requires you to pay a fee before you can learn the details of the offer.

And be sure that any credit card solicitation is from a bank that actually issues regular credit cards and is not a company, such as Union Workers Credit Services, that provides a card that can be used only to order merchandise from a catalog. Visit the AFT + Web site at

www.aftplus.org <<http://www.unionvoice.org/ct/n71Cao71VcOP/>> to review the full text of the alert.

Please spread the word so AFT members are protected from this misrepresentation of an AFT program. Please note that this alert has also been posted on the Member Benefits area of the AFT's public Web site.

We encourage you to update your AFT + F.Y.I Benefits Blast subscription profile by going to <http://www.aft.org/aftplus/signup> . This is a quick two-minute process. We thank you for your cooperation.



Cincinnati Federation of Teachers Association of CPS Office Personnel

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Local 1520, AFT-OFT / AFL-CIO

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