



NEWSLINER

Visit our website at www.cft-aft.org

April 21, 2008

Kelly Singleton, Editor

Change is All Around Us

The only thing that is certain in life is that change is a constant. This is very true in the world of education and most particularly in the world of CPS today. We face tremendous challenges and changes as we look toward the closing of this school year with the restoration of school budget cuts because of the levy victory, the reconfiguring of schools throughout the district, and the selection of a new superintendent. Any one of these issues by itself would be enough change for any district, but that is not our fortune. As we take on these issues here are a few points to keep in mind so that we can also be drivers of some of these changes instead of merely victims of the changes.

School Budget Restorations:

As you know, the district, in consultation with the CFT, created "worst case scenario" local school budgets in the event the March 4 levy failed. These budgets barely met the educational and staffing needs of many of our schools and raised the concern of parents, administrators, and teachers alike. Now that the financial stability of the district is a little more assured for the next few years, the district has allocated additional monies for staffing and extra curricular activities. Many schools, however, still worry about adequately staffing the educational needs of their children. If you find that to be true for your school please let us know, but you must be specific in stating your concerns by demonstrating actual class sizes for next year so we can better represent your concerns with the district administration and the school board. It does not help our schools or our students by being vague. If your staffing issues are based on student projections that differ from

the district projections you need to be specific as to why your numbers are more accurate. In order for CFT to address your issues, we must have specific and factual information. Without this information, CFT cannot do our best in helping you make changes.

Reconfiguring Schools:

We recognize that school closings and consolidations are driven by population shifts and the pressures created by failing Charter and Voucher schools increasing their enrollment of our children. We also recognize that the continuation of these trends result in the weakening of our public schools and their mission of providing opportunity for all. These trends will continue as long as the failures of the so-called "School Choice" programs go unreported and unnoticed by the public. We continue to receive an influx of students from charter and voucher schools during the second semester when the district is administering the OAT and OGT tests. These students come to us unprepared and CPS is held accountable for their test scores. We need to document these problems in a more proactive way by first keeping track of every child who is "dumped" back into our schools by the Charter and Voucher schools. Documenting requires serious effort on all of our parts, but, again, we cannot represent our concerns without accurate and factual data. Nationwide and in Ohio, the data shows that "School Choice" fails when compared to that of public schools. It is up to us to educate the public with this information. You will be hearing more about this in the future, so stay tuned and give us useable data.

New Superintendent:

The search for a new super-

intendent is well on its way and as a part of that process I will be sitting on the Community Advisory Committee representing not only our members but also the rest of organized labor. This Committee is a fairly large group of people representing many sectors of our community. I am pleased that we can be a part of this group and I hope that our input regarding the larger pool of applicants will facilitate and expedite the school board's ultimate decision. We all have read what others suggest as a criteria for a new superintendent. Here is what I think and what I will take with me to the advisory committee. First and foremost, any leader of CPS must know how to honor and respect the community out of which this school system is created and that community includes the teachers who work with the children everyday. Honor and respect is demonstrated in many ways and it starts with a willingness to listen carefully to the concerns and needs of all stakeholders at the same time that all functions of the district become as transparent and responsive as possible. This will require a collaborative leader who is not afraid to delegate power and authority to those around him or her, including people who are at the building level. We have a long tradition of collaborative structures and decision-making in our district and we must have a superintendent who recognizes that as an asset needed for success. We have an opportunity here to build on the educational successes of our district at the same time we address the significant need for improved opportunity and achievement for all of our students.

In Solidarity,
Tim Kraus

CFT STAFF

Tim Kraus—President
475-6045 tkraus@cft-aft.org

Betty Hodson—ACPSOP Pres
475-6048 bhodson@cft-aft.org

Ed Jaspers—Field Rep
475-6044 Ejaspers@cft-aft.org

Don Luckie—Field Rep
475-6046 dluckie@cft-aft.org

Lesley-Ann Gracey—Ed Issues Rep
475-6042 lgracey@cft-aft.org

Julia Wiant—Treasurer
475-6049 jwiant@cft-aft.org

Ralph Jackson—Dir. Of Org.
475-6047 rjackson@cft-aft.org

Jerri Clements—Admin. Asst.
475-6041 jclements@cft-aft.org

CFT Mainline—961-2272
cft@cft-aft.org

★★★★★★★★★★★★★
★
★ The next CFT/
★ ACPSOP member-
★ ship meeting will
★ be held on **May**
★ **14, 2008 @ 5:00**
★ **p.m.** at the Thom
★ Moore Building
★ (Laborer's Hall)
★ located at:
★ 3457 Montgomery
★ Rd.
★ BR briefing is
★ held after the
★ membership
★ meeting.
★
★
★★★★★★★★★★★★★

Contract Corner by Don Luckie, CFT Field Representative

As the school year nears the end, there appears to be an increase in the number of student referrals. Many teachers are reporting that disruptive students are not being disciplined and are returned to class with little or no change in their behavior.

In the Collective Bargaining Agreement, **pages 51 & 52 (Section 400:e), Removal of Disruptive Students** states; "A teacher shall have the right to remove from class pupils exhibiting disruptive behavior

with reasons submitted in writing as soon as possible." Once removed, a student will not be returned to class until disciplinary action has been determined, specified in writing.

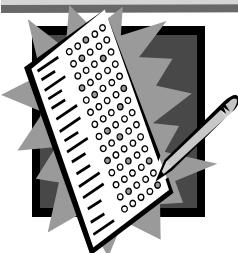
Disruptive behavior includes the use of violence, force, coercion, threat, harassment, serious insubordination, or repeated acts of misbehavior, any of which cause disruption or obstruction to the educational process. The right to remove students for cause extends to all curricular and extracurricular ac-

tivities.

Although the administrators make the ultimate decision as to what the discipline will be, it is your responsibility to maintain clear and accurate documentation to support the type of solution that you feel will improve student behavior.



CPS Differentiated Professional Development Survey Results



Right before Spring Break teachers were asked to complete an online survey entitled CPS Differentiated Professional Development. 995 teachers responded to

the request and the results are as follows:

Of the **995** teachers who responded, **58%** are involved in the *Making Mathematics Explicit* PD initiative, **29%** are involved with *Writing Across the Curriculum*, **6%** are involved in the *Writing Process* and **7%** of the respondents answered that they are involved with *None of the Above*.

Q: I believe the Learning Teams Initiative has been worthwhile in my school.

8% Agree Strongly
30% Agree
29% Not Sure
19% Disagree
13% Disagree Strongly.

Q: I support the Professional Development Proposal that allows for weekly Learning Team meetings of 60-90 minutes over the course of the school year instead of 4 PD days. This proposal does not apply to Auxiliary Services Teachers and Educational Service Personnel.

49% answered YES
51% answered NO.

The majority of the teachers who responded were primary teachers representing 35% of respondents and High

School teachers representing 24%. Intermediate teachers accounted for 18% of the responses and Middle School and Specialists accounted for 10% each assignment. 3% of Preschool teachers responded and Auxiliary teachers represented 1% of the responses.

We deeply appreciate the amount of time members took in responding to this survey. Among those who responded 43% provided detailed open-ended responses that were very helpful in representing our members various points of view in discussions with the district regarding next year's professional development. This form of feedback from our members carries a lot of weight and it is allowing us to work on a much more flexible approach to professional development. Thank you to those who responded.

ART SPECIALIST Needed for Summer Camp

LaBoiteaux Woods, in College Hill, provides a variety of summer nature camps including art themed camps. An art educator is needed to plan and teach art activities to correlate with the nature activities.

During the 1 week camp, the art specialist will instruct campers in methods & materials necessary to complete the art projects, share in supervision of campers & work closely with the naturalists to ensure a cohesive, enjoyable art-nature education experience for the campers. The art splstl will share in planning, supervision, camp preparation & clean-up.

- Nature Art Camp is 7/28-8/1/08
- Add'l hours are paid for planning, prep & clean-up
- Camp is for ages 10-to 14
- Planning & prep hours are flexible
- Work w/ 2 naturalists to provide program for up to 45 campers
- Camper hours are 9:30—2:30
- Starting pay is \$7.50/hr

QUALIFICATIONS:

- College course work in Art or Art Education
- Demonstrated ability to work well with children
- Ability to work outdoors
- Resident of Hamilton County during employment
- Must have valid Ohio driver's license
- Must pass police background check

To apply or for more information call: Pat Agnew, Cincinnati Parks, 4 Beech Ln. Cinti, OH 45208, 513-542-2909 or email pat.agnew@cincinnati-oh.gov (*The City of Cinti is an equal opportunity employer*)

JOIN IN THE SUPERINTENDENT SEARCH

Log on to www.cps-k12.org and read about the search for a new Superintendent for Cincinnati Public Schools.

Take part in the search by clicking the

★[Take online Survey link](#)

And voice your opinion!



Are You Interested in Attending a Summer Conference or Convention?

The Professional Development Fund has money available for summer recess. Teachers interested in attending a recognized conference or convention this summer that directly relates to their area of teaching responsibility can apply to the Professional Development Fund. When utilizing the fund, money is allocated on a reimbursement basis. Operational Guidelines of the fund as well as applications are located in the CFT B.R.'s Handbook as well as on the CFT website (www.cft-aft.org) under Forms and Documents.

All applications must be received and time stamped in Human Resources **30 days** before the conference occurs and no earlier than three months prior to the conference date. The next meeting date for the Professional Development Fund Committee is Wednesday, May 7th.

Summer Extended Study Professional Development Fund Opportunity

Deadline Approaching: May 5, 2008

Summer sabbatical monies are available for members who wish to pursue summer experiences that require an extended length of time and provide opportunities for learning that could not be accomplished by taking courses or attending seminars. Examples include study in the U.S. or abroad where course work and experiences are not available in Greater Cincinnati, expenses for study but not tuition, independent study, research projects, expenses for fellowships, educational experiences: archeological digs, volunteer work with students outside Greater Cincinnati, and so forth. It is not the intent of the fund to pay for graduate studies or degrees.

A maximum of thirty grants are available. Expenses will be reimbursed up to \$5,000. **Completed applications must be submitted to the Human Resources Branch no later than Monday, May 5th, 2008 by 4:30 p.m.** The Committee will evaluate all requests and notify applicants by Monday, June 2nd, 2008.

Eligibility criteria and applications can be found in your CFT Building Rep's Handbook as well as on the CFT website (www.cft-aft.org) under Forms and Documents. If you have questions or need additional assistance you can contact Lesley-Ann Gracey, CFT Professional Issues Representative, at 475-6042 or Lgracey@cft-aft.org.

Teachers, Speech Therapists, Physical Therapists, Occupational Therapists, Developmental Interventionists:

Interested In **Making Extra Money** In the NEW YEAR?

Ever Thought About Working With First Steps/Early Intervention Therapy Program?

Do You Enjoy **Setting Your Own Hours**...and **Working At Your Own Pace**?

If You Answered **YES** To Any of These Questions email or fax your resume to: kids_count@insightbb.com
(all lowercase) Fax 859-342-0883 Office 859-342-0655

Carolyn W. Rouse M.A. Clinical Psychology, Executive Director **Kids Count Inc.**, Primary Service Coordinator
First Steps

Kids Count P.O. Box 17522 Ft. Mitchell, KY 41017

Teacher Evaluation System—Myths vs Facts

- Myth:** You should never remove a student from the classroom, because of disruptive behavior, during your observation.
- Fact:** Teachers are encouraged to follow their discipline plan. If the teacher's discipline plan calls for removal of a student, then that is what should happen. Do not adjust classroom behavior and/or management plans strictly for observation purposes.

Classifieds

FOR
SALE

Vacation For Sale—June 6-13, 2008. Visit Gold Crown resort; Mountain Run at Boyne, located in Boyne Falls, Michigan. Spacious 2BR/BA villa sleeps 6, separate living/dining areas with fireplace, full kitchen, washer/dryer in villa. Many nature preserves and parks along with miles of beach front. \$775 for the week. Contact Susan Fischer 513-688-1550 www.cincitravel.com

Vacation For Sale— July 12-19, 2008. Ocean front Redington Ambassador, 3BR/3BA condo, directly on the Gulf of Mexico. The resort is located in North Redington Beach, Florida, conveniently located right in the heart of Florida's many famous attractions. I especially enjoy Crabby Bill's Restaurant for fresh seafood. \$1200. Contact Susan Fischer 513-688-1550

Vacation For Sale—Ocean Front, luxury, vacation week at Pompano Beach, FL, June 13-20, 2008. Visit 5 star Wyndham Royal Vista. 1 BR deluxe, full kitchen, washer/dryer, 2 pools. Take a day and tour the Everglades. \$675. Call Susan Fischer 513-688-1550 or www.cincitravel.com

HOUSE FOR SALE—6509 Edwood Ave in historic College Hill. 3BR Ranch on tree-lined street. House has a rear deck and park like private back yard. Livingroom/Greatroom with cathedral ceiling and WBFP. Beautiful Hardwood Floors. Move-in condition. Home Warranty included. In CPS School District. \$147,900. Call 513-706-4970

CONDO FOR SALE—Spacious 2BR, 2BA, den w/built-in bookcases. One story living—lots of updates, screened in porch, all appliances, garage, pool/clubhouse w/downtown view, 3 minutes to downtown and close to 471 in Ft. Thomas \$129,000. Call 513-608-9426

NOTICE

As of this edition, the CFT Newsliner will no longer be hosting a Classified section.



Tom Mooney Memorial Scholarship

The Tom Mooney Memorial Scholarship Fund was established in December 2006 to honor late OFT President Tom Mooney's legacy in public education and union work, and to help others pursue his passions for social justice and political action. Mooney died unexpectedly Dec. 3, 2006.

The Tom Mooney Memorial Scholarship Fund Committee will choose an annual Mooney Scholar to receive a \$2,000 scholarship from applications received by the announced deadline. The scholarship is intended to provide an opportunity to a graduating high school senior who plans to pursue a degree in education, history, labor studies or political science. An applicant must be the child of a member (in good standing) of the Ohio Federation of Teachers or the child of any staff person who is employed by OFT or its locals.

To download a copy of the Scholarship application and guidelines, visit www.oft-aft.org. Scholarship application deadline is **May 15, 2008**.

Cincinnati Federation of Teachers Association of CPS Office Personnel

2721 Central Parkway, Suite B
Cincinnati, Ohio 45225
513-961-2272
Local 1520, AFT-OFT / AFL-CIO

Non-Profit Organization
US Postage
PAID
Cincinnati, Ohio
Permit No. 1834