

New Haven Federation of Teachers

LOCAL 933  AFL-CIO

An Affiliate of the American Federation of Teachers



David Cicarella
President

To: All New Haven Teachers

October 26, 2018

TEVAL Goal Setting (Student Learning Objectives or SLO's)

On October 19th, all teachers and administrators received a memo from me and Dr. Iline Tracey about "TEVAL Goal Setting" (SLO's). The administrators received the rather large document to offer guidance and specific examples for each content area. The document was purposely entitled "guidelines". Its creation is to assist Instructional Managers and teachers as they craft their SLO's. It was NOT intended to force IM's and/or teachers to employ a specific format when writing the student learning objectives. As stated in the memo, your SLO's must be mutually agreed upon. Neither the teacher nor the IM can unilaterally impose SLO's. This process was developed to ensure collaboration between the Instructional Manager and the teacher when writing student growth targets that are rigorous and *reasonable*. If there are any questions or concerns on SLO's please contact me promptly.

Budget Crisis

Perhaps the most frustrating part of my job as your President is dealing with the ongoing rumors, gossip, etc. I hear everything from one end of the spectrum to the other. "There is no budget crisis, its' all made up!" to "everyone is going to get fired or laid off." Please be respectful of our colleagues as we all have significant stress in our daily lives. Gossip only serves to unnecessarily heighten everyone's anxiety.

The budget concern continues at all levels: local, state, and national. I have shared previously that the problem is exacerbated in urban towns like New Haven because we literally live off state and federal grants. And that money has dried up at the state level, and deliberately re-directed at the federal level to charter schools and privatization efforts (87 cents of every dollar in the City of New Haven's budget comes from state and federal grants). As those grants have disappeared the budget situation has worsened and is not predicted to get any better in the near future.

As we move through the school year we will continue to hear commentary on budget, staffing, etc. Please ignore the rumors and the gossip. I will continue to work through these issues to ensure that our jobs and livelihood are protected and secure. I'll share honest assessments of the ever-changing situation and provide tangible and verifiable information as it becomes available.

Layoffs

Our recall list remains at just 10 teachers. The reduction in force of 135 teachers thankfully did not result in 135 of our colleagues losing their jobs. It did require moving teachers into vacant positions. Many teachers were transferred into positions of their choosing, but certainly not all. The demand from the NHFT is always equal reductions to administrators as to teachers; that we all share in the sacrifice. Here are the stats on that:

1. The 135 teacher reduction represented less than 7 % of our teaching ranks.
2. The 25 administrators' reductions represented 21% of the administrative ranks.
3. While only administrative 14 positions were finally eliminated that is 11% of the administrators.
4. The final tally is 7% reduction in teaching positions vs 11% administrative reductions.
5. Most importantly the layoffs of 10 teachers still on recall is less than 1% of our total NHFT membership. (.5% to be more exact)

Save the Date!!

Let's end on a positive note: NHFT Holiday Party at the Omni Hotel Grand Ballroom, Thursday, Dec 13, 4-8 pm!!