

New Haven Federation of Teachers

LOCAL 933

AFL-CIO

An Affiliate of the American Federation of Teachers



David Cicarella
President

NHFT Update

January 15, 2019

Dr. Birks Attends NHFT Executive Board Meeting

Dr. Birks and Asst. Superintendent Dr. Paul Whyte attended the NHFT Executive Board meeting on Tuesday, January 8th at our request. Dr. Birks shared two district documents, but specifically asked that we reserve time for Q&A for Executive Board members. The 50-minute interactive session was divided equally among Dr. Birks sharing information as to district policies, the need to move New Haven back to “center stage” where our work and subsequent narrative returns to the nationally-renowned, collaborative work that the NHFT has led throughout the earlier part of this decade, and conveying concerns that need to be addressed. The second half of the session was dedicated to an “open mic” format whereby Executive Board members asked pertinent questions and shared thoughts with our superintendent. We agreed to continue the conversation and invite Dr. Birks to another Executive Board meeting in the spring. More details of this visit will be included in the next issue of our union newsletter, the Advance.

Sick Bank – Last Call

The sick bank sign-up for all tenured teachers was due for completion in mid-December. I extended the enrollment period to ensure all teachers had an opportunity to enroll or decline. I will be sending the “sick bank enrollment forms” from each school to HR and then on to payroll. If you have not signed up you **must** do so by Thursday, January 17th. Any questions-- contact me or NHFT Vice President Pat DeLucia. A special thanks to our building stewards for their efforts and assistance!

TEVAL Mid-year Conferences

TEVAL midyear conferences will take place over the next 2 months with completion of all conferences and uploading of forms to TalentEd by March 15th.

Two important items:

1. SLO adjustment – At this conference teachers and IM’s should review the SLO’s and determine if an adjustment is appropriate. For example, if a student is chronically absent it may be necessary to adjust the learning goal. Another scenario for SLO adjustment would be if a teacher has been on FMLA for an extended period.

2. Self-Ratings – Part of the mid-year conference requires teachers to rate themselves on various TEVAL competencies. The IM also rates the teacher and then both parties discuss amicably. These ratings are unofficial and were designed (by our colleagues in TEVAL committees back in 2009) solely to prompt a discussion at the mid-year conference with the intent to look for areas of agreement and disagreement. For example, if I rate myself “strong” on student engagement and my IM rates me as “developing” it is important to discuss this disconnect in February, and not in June when it is too late to do anything about them. Every year I am contacted by a handful of teachers after these conferences exclaiming “my IM rated me at a 2!” Again, there are **no** mid-year ratings. The “self-rating” serves as a mechanism for the teacher and IM to share their opinions and perspective, at mid-year, of the teacher’s performance. Self-ratings have no bearing on the final summative rating which is determined at the end of the school year.

Jahana Hayes at the AFT PPC Meeting (Planning and Policy Council)

National Teacher of the Year Jahana Hayes is our newly elected representative from CT and will be in attendance at the AFT-National PPC meeting.

I leave for Washington DC this evening to attend the AFT-National PPC quarterly meeting. The NHFT is privileged to have a seat on the PPC, a 50-member committee comprised of representatives from AFT locals and state federations nationwide. It speaks volumes to the continued respect that New Haven has at a national level. I will have the honor to greet and welcome Jahana and then introduce her to the PPC membership tomorrow morning as our meeting convenes. The political and legislative agenda will be “front and center”. Jahana Hayes’ visit will set the tone for the PPC work and discussions, which will run the gamut from educator professionalism (led by AFT –National President Randi Weingarten), to using professional learning as a catalyst for member engagement, and to celebrating state and local efforts in increasing membership in spite of the *Janus* decision. Wednesday will be capped off with an evening congressional reception to allow PPC members to meet and hear from elected representatives, senators, and their staff.

Thursday (January 17) will be a deep dive into key initiatives of the AFT Education Issues Department vital to teacher quality and recruiting and retaining a diverse, accomplished workforce of professionals who are supported and compensated for their expertise. There will also be a special presentation around ACES (Adverse Childhood Experience) and the policies and practices needed to meet the needs of this growing population of students. As a sitting PPC member, the NHFT is afforded “first hand” input into all the above.

Save the Date – NHFT End of Year Party

I have scheduled the NHFT “End of the Year Party” for Friday, June 14th. Think ~~spring~~ summer !☺