

# Washington Teachers' Union

Local 6, American Federation of Teachers  
AFL-CIO

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## ***Representative Assembly***

*Celebrating Two Years of Building Ownership*

April 12, 2016, 4:30pm – 6:30pm

McKinley Technology High School

***Elizabeth A. Davis, President***

# Representative Assembly

## April 12, 2016

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- Call to Order/Opening Remarks**
- Approval of Minutes from *February 9<sup>th</sup>***
- Committee Reports**
- Elections Committee, *Cheryl Gillette, Chair***
  - Election of Officer Notice Available: <http://www.wtulocal6.org/wtu-election-notices>
  - Nomination Petition Forms due at WTU Office by Friday, April 29<sup>th</sup>@5pm

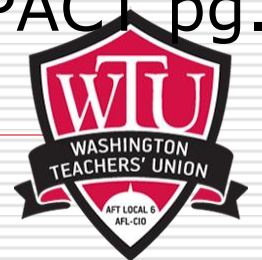


# Representative Assembly

## April 12, 2016

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- **COPE Endorsement Process & Timeline, *Laura Fuchs and Jacqueline Hines, Co-chairs***
  - COPE Timeline Available at: <http://www.wtulocal6.org/cope>
- **Approval of WTU FY16 Budget, *Jacqueline Hines, WTU Board of Trustee (Budget in Packet)***
- **CP/CSC/TAS Task Force Reports, *Duanna Petrus (Noyes) & John Dixon (Oyster)***
  - WTU IMPACT Cycle I Survey Results (See [wtulocal6.org](http://wtulocal6.org) IMPACT pg.)
  - Five FY16-17 Changes to IMPACT Rubric (Source: DCPS)



# IMPACT Change #1—New Rubric (Draft)

Essential Practice 1: Cultivate a Responsive Learning Community	
Supportive Community	
Learning Focused Environment	
Essential Practice 2: Challenge Students with Rigorous Content	
Quality Content	
Essential Practice 3: Lead Well Planned, Purposeful Learning Experiences	
Skillful Design	
Skillful Delivery	
Essential Practice 4: Maximize Student Ownership of Learning	
Instructional Balance	
Cognitive Work	
Essential Practice 5: Respond to Evidence of Learning	
Evidence of Learning	
Supports the Extensions	

## Why change the rubric now?

- When IMPACT was first created in 2009, the Common Core didn't exist. With clearer and more rigorous expectations for instruction, we need to update how we describe and measure effective teaching.
- We also wanted to make sure that IMPACT was aligned to LEAP. With fewer standards, the new rubric will help teachers hone in on the most important elements of their instructional practice.

(Source: DCPS)



# IMPACT Change #2— End of Master Educator Program

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- **Why?**—Three reasons: 1) In a world with limited resources we need to make a decision between investing more in evaluation or development. As LEAP illustrates, we feel development is the right investment now. 2) Though MEs provide feedback, teachers will receive even more support via LEAP. 3) Its time for school leaders to have full control over— and accountability for— the evaluation of their teachers.
- **How will IMPACT observations work next year without MEs?**—We are considering a number of options and would love your feedback. If you're interested in joining the IMPACT Task Force to discuss this further, please email us at [OIP@dc.gov](mailto:OIP@dc.gov)
- **What sort of training and support will teachers receive on the new rubric?**—Though the rubric is still in draft form, the IMPACT team is already planning training to support teachers with this shift.

(Source: DCPS)



# IMPACT Change #3—Student Surveys

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- ❑ **Research:** Multiple studies have shown these types of surveys to be reliable measures of teacher performance, and excellent source of feedback.
- ❑ **Instrument:** We've been piloting these instruments at 26 schools in all 8 wards. We have been gathering feedback from principals and teachers and will make a selection this Spring.
- ❑ **Types of Questions Asked:**
  - **NOT** "Do you like your teacher?"
  - Instead the questions explore climate and instructional culture. One example:  
*"When explaining new skills or ideas in class, my teachers tells us about common mistakes that students might make."*
- ❑ **Grades:** Will only apply to grades 3-12

(Source: DCPS)



# IMPACT Change #4— Instructional Innovation Windows

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- **Key Idea**—Even though the new rubric not only allows for, but encourages, innovative practices such as inquiry-based math instruction, we know that teachers sometimes feel anxious about trying new approaches during an IMPACT observation. As a result, we'll establish brief periods when no IMPACT observations can occur to foster instructional innovation.
- **Looking for Feedback**—We would appreciate thoughts about the right length and frequency of these windows. We know a number of school leaders have already tried this idea in their buildings, and we'd love to learn more about how it has worked.

(Source: DCPS)



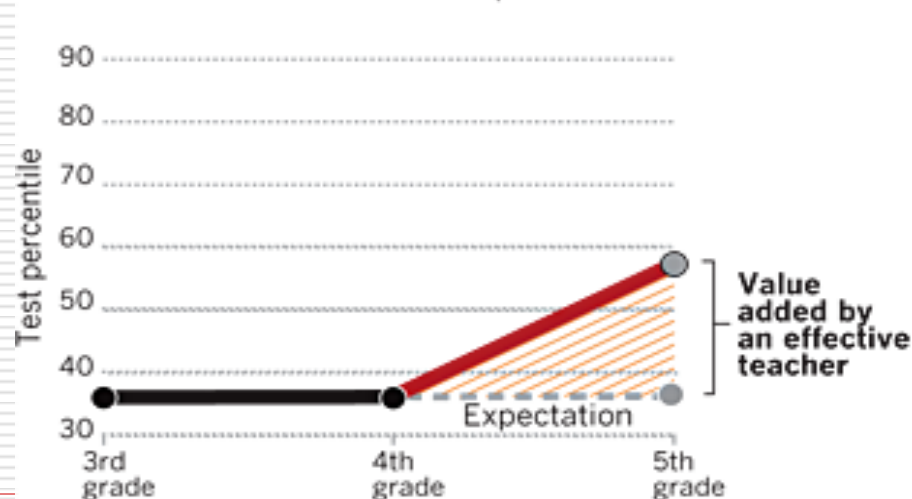


# IMPACT Change #5— Return to Value Added

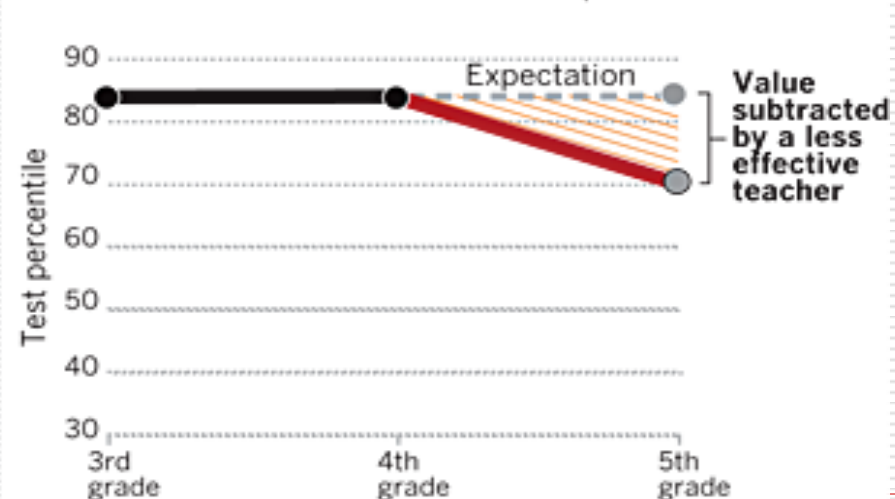
- ❑ **NOT About Proficiency:** Value added measures the extent to which a student exceeds or falls below, his/her learning trajectory, as predicted by his/her prior scores. ***What is 'value-added'?***

*"Value added" rates teachers based on their students' progress on standardized tests year after year. The difference between a student's expected growth and actual performance is the "value" a teacher adds or subtracts during the year. (Source: DCPS)*

**Student 1: Results exceed expectation**



**Student 2: Results fall short of expectation**



Sources: California Standards Tests, Los Angeles Unified School District, Times reporting

Los Angeles Times





# Representative Assembly

## April 12, 2016

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### □ **WTU Professional Development Topics**

■ **Becoming a WTU PD Instructor, *Jacqueline Pogue Lyons & Lori Alexander, WTU PD Team***

□ **Save-the-Date: Interest Meeting, 4/28, 5pm@ WTU**

□ Needs: ELL, Math, Reading, Behavior, ISTW ([Descripts online](#))

□ Must have 3+ DCPS exp., full member & Masters' degree

### □ **Connecting through Social Media/Twitter 101**

■ ***Lori Alexander, WTU Technology Teacher***



# Representative Assembly

## April 12, 2016

### □ **WTU Local 6's Social Media is ON FIRE!**

- [@WTUTEACHER](#) has sent **3200+ tweets**, nearly doubled from 446 followers in August 2014 to **848 followers today**; we **gained 40 followers** in last 28 days!
- [@WTUTEACHER](#) had **1500 impressions** in last 24 hours; we average 5 clicks, 2 retweets and 4 likes per day!
- [wtulocal6](#) is our **new INSTAGRAM** account! Post pictures **TONIGHT** from Spring Break & win tickets to see **4/16 DC United game@RFK Stadium**
- **We like you! LIKE US today on [Facebook!](#)**



# General Guideline for Twitter

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- ❑ Fill in your profile and biography so that others know more about you.
- ❑ Update your profile with professional accomplishments.
- ❑ Use your own picture in your profile. If you have more than one person in your picture make sure people can tell who it is.
- ❑ You are only allowed 140 characters in each tweet.
- ❑ Post pictures with your tweets for more views.
- ❑ Use bit.ly to shorten links in your tweet.
- ❑ Don't share any information that you do not want made public.
- ❑ Start slowly, follow people you know and who know you.
- ❑ Follow people and groups based on your interests.
- ❑ Follow other union members so you can see what is happening in the union and at other schools.
- ❑ **FOLLOW: WTU Local 6: @WTUTeacher**
- ❑ **FOLLOW President Davis: @davis704**



# Representative Assembly

April 12, 2016

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- ❑ **SY 16-17 Local School Elections, *Candi Peterson, General Vice President (Available in Packet)***
  
- ❑ **President Davis' Report**
  - Celebrating Progress & Stability: Two Years of Building Ownership!
  - Intro to Newly Assigned AFT National Representative, Allison Crawford
  - DCPS/WTU Retirement Session Materials Available: [www.wtulocal6.org](http://www.wtulocal6.org)
  - Member Mobilization March-May Campaign – Goal 750 by May 31<sup>st</sup>
  - New Licensure Pathway for Effective/Highly Effective Teachers
    - ❑ Expired/new license must be issued by March 31, 2017



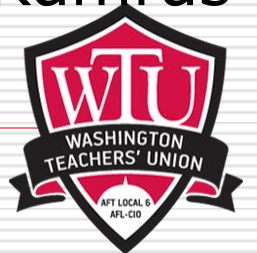
# Representative Assembly

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## □ President Davis' Report Continued

- **Congratulations to LATISHA CHISHOLM, Ward 8 Impact Award Recipient for Excellence in Education! TAKE A BOW!**
- **WTU Wins Landmark IMPACT Arbitration Case of Tom O'Rourke**
- Unfair Labor Practice Complaint on Extended Year, LEAP, ASPEN
- LEAP Update, DCPS Meeting Scheduled for April 18<sup>th</sup> w/Jason Kamras



# Representative Assembly

April 12, 2016

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## □ President Davis' Report Continued

- WTU Scholarship Fund - Deadline on May 16<sup>th</sup>
  - Seeking DCPS College-bound seniors interested in teaching in DCPS
  - Four students to receive \$20,000 scholarship (\$5,000 per year)
  - Winners announced on May 31<sup>st</sup>
  - For more info: <http://www.wtuscholarshipfund.org/>
- [May 4<sup>th</sup> is National Walk-in Day to Reclaim Our Schools](#)
- Update on WTU/DCPS Contract Negotiations:

**Final Stretch – Salary Increases and Raises!**

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# Representative Assembly

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## □ President Davis' Fact Finding Report

### ■ *Setting the Record Straight...Untangling Twisted Facts*

- **WTU Scholarship Fund was not founded by any of the last three WTU presidents.** After an unlawful strike in 1972, under WTU President Bill Simon, the DC Superior Court agreed to allow the \$50,000 fine to benefit DCPS children. This was the beginning of the WTUSF scholarship program.
- **The Teachers Annuity and Aid Association of DC was not established by any WTU president. This fund was originally established in 1894** to provide retirement income to retired District of Columbia Public Schools teachers who were dues-paying members of the Association.





# Representative Assembly

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## □ President Davis' Fact Finding Report

### ■ *Setting the Record Straight...Untangling Twisted Facts*

- **WTU finances are fiscally STRONG and SOLVENT.** Under President Davis, no evidence of mismanagement has been identified by any of the following external accountants and financial officers who oversee WTU finances on a daily basis: Kullman Accounting Team (x3 people), AFT National Directors (x3 people), WTU Auditor, Katsz Abosch Firm and VEBA Auditor, Calibre CPA. Financial statements are provided every month to WTU Executive Board and available to any member who wishes to view and question spending.
- A national search occurred to fill the former WTU field representative positions. **All WTU members were invited to apply and interview. WTU Personnel Team of the Executive Board** interviewed/recommended candidates.



# Representative Assembly

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## □ President Davis' Fact Finding Report

### ■ *Setting the Record Straight...Untangling Twisted Facts*

- **WTUs Field staffing model stacks up well against other AFT locals.** To serve primarily 4,800 active members (n), WTU has four field representative (FR) positions. Under President Parker, when we had over 5,500 active members, the **fifth field representative was assigned to special activities** and serviced very few schools. **Here are national AFT examples: UFT: n=80k/5FRs, Houston: n=6k/3FRs, Louisiana: n=20k/5FRs**
- **For years, under former WTU President George Parker, WTU always held its monthly union meeting in the school auditorium right here at McKinley Senior High School.** When trying to identify the best location for members to access and attend union meetings, McKinley was leased once again given that this school is located at the center of DC, has ample parking and is easier for members to get to as compared to other schools. **We previously secured Room 150 but food is not allowed there or in the auditorium.** The cafeteria provides an opportunity for meeting and fellowship.



# Representative Assembly

## April 12, 2016

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**□ DCPS Oversight & Public Hearing**

**□ Members Wanted to Testify**

**□ Tell Your School's Story**

■ **Thursday, April 14<sup>th</sup>@Wilson Building, 10a/5p**

■ **Witness lists closes on Wednesday, April 13<sup>th</sup>**

■ **President Davis Prep Meeting on Wed., 5pm@WTU**

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# Representative Assembly

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**WTU Every Student Succeeds Act Series**

**Goodbye NCLB, Hello ESSA!**

***Hopes and New Vision for DC Public Schools***

***WTU ESSA Team Presenters:***

***Maria Angala, Denise Daniels, Ph.D., John Dixon,  
Simone Harris-Woodard, Jacqueline Pogue Lyons***

*Sources: AFT, CASE Legislative Consultants, US Dept. of Education*



# Representative Assembly

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**Mission: *Educate.Engage.Energize***

**Have you heard the good news?**

Back in December, President Obama signed ESSA (Every Student Succeeds Act) into law.

**Do you know about the law?**

This is a great step towards fixing bad education policy, like over emphasizing high-stakes tests



# Representative Assembly

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## □ What do you/we want from our public schools? Here's the Big Picture...

- Public education is the anchor of our democracy, a propeller of the economy and a vehicle through which we can help all children achieve their dreams and fulfill their potential.



# Representative Assembly

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## The reauthorization of ESSA gives us the opportunity to:

- Create new accountability systems that focus on meaningful learning that will prepare children for the complex world they are entering
- Support educators to meet the needs of the whole child
- Provide adequate resources that address significant poverty and its effects





# Representative Assembly

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## What do we want for our low performing (40/40) public schools?

- Public schools should teach all kids what they need to know and be able to do for their rest of their lives. From early childhood on, students should have the opportunity to acquire a deep knowledge base and learn how to apply it.



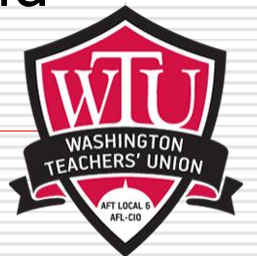
# Representative Assembly

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## □ ESSA & Implications for our 40/40 Schools

- Under ESSA, states and **not the federal government** must set long-term student achievement goals with measurements of interim progress.
- School districts must describe, identify, and address any disparities that result from students in low-income families being taught by ineffective or inexperienced teachers at higher rates than other students.
- ESSA includes several provisions for new assessment flexibility. This may include assessments in part in the form of projects, portfolios, and extended performance tasks.



# Representative Assembly

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## What do we want for Special Education & English Language Learners?

- Any school receiving public funds should be open to all children of different races, languages, religions and cultures and they should have the opportunity to come together for a common purpose.
- Public schools should be places where parents want to send their children, teachers want to teach and children are engaged. Children should be met where they are and have access to multiple pathways for learning.



# Representative Assembly

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## □ ESSA & Implications for ELLs

- **Equity:** ESSA maintains Title III as a separate funding stream dedicated to the education of English learners.
- **Funding Increase:** ESSA recognizes the large increase in the number and percentage of English learners in this country, and increases the Title III authorization levels.
- **Fair Accountability:** ESSA gives states two options for delaying English learners' inclusion in accountability systems while they are learning English



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## □ ESSA & Implications for SPED

- Elimination of HQT from ESSA reflected in IDEA
- Personnel qualifications now indicate the individual must have obtained full state certification as a special education teacher, including through alternate routes to certification or have passed the state special education teacher license exam, holds a license to teach special education, and have at least a bachelor's degree (no provisional status or emergency licensure renewal)



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## What do we want as Special Services in public schools?

- Schools should focus on the whole child, ensuring that children and their families have access to wraparound services to meet their social, emotional and health needs.



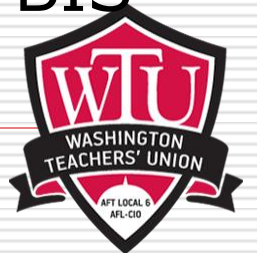
# Representative Assembly

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## □ ESSA & Implications for Special Services

- ESSA requires activities that support safe and healthy students, including:
  - Drug/violence prevention; School-based mental health services
  - Programs supporting a healthy and active lifestyle
  - PD: Suicide prevention, trauma, crisis management, bullying...
  - Programs preventing exclusionary discipline policies & PBIS
  - Child sexual abuse and violence prevention





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- **What do we want for all children in every public school?**
  - Public schools should offer an engaging curriculum that focuses on teaching and learning, not testing, and include a highly-resourced school library, art, music, sciences and project-based learning.



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## □ ESSA & Implications for School Libraries

- First piece of federal education legislation in over 50 years to provide revenue for school libraries to enhance services and resources.
- LEAs will assist in the development of effective school library programs to provide students an opportunity to develop digital literacy skills and improve academic achievement.
- States are to use funds to support the instructional services provided by “effective” school library programs.
- Provides time for teachers, school librarians, and other school staff to collaborate and plan for a comprehensive literacy instruction model.



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*Call to Action! What can we do to make sure this new beginning becomes a reality?*

## □ Next Steps for WTU ESSA Campaign

- **Join our army** of pro-public school, student & activists to help decide the future of DCPS – **Sign Commitment Card**
- **Book the WTU ESSA team** for your next community/staff/school/regional events & PDs
- **Work with community partners** to define priorities



# Representative Assembly

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**Want more ESSA information and materials? See AFT FAQ sheet and**

**Go to: [www.aft.org/essa](http://www.aft.org/essa)**



# Representative Assembly

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## □ Special Guests Budget Presentation

### ■ At-Risk Funding for Low Income DCPS Schools and C4DC Budget Tool & FY17 Budget Data in Context

- <http://www.dcfpi.org/are-dcps-low-income-schools-shortchanged-when-it-comes-to-supplemental-resources-for-at-risk-students>
- <http://dcpsbudget.ourdcschools.org/>

***Soumya Bhat, DC Fiscal Policy Institute***

***Cathy Reilly, S.H.A.P.P.E.***

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□ New WTU Member Education Series

***"Getting to Know and Understand  
the Business of Your Union"***

***WTU/AFT Membership Benefits and  
Services for Full Members***



# Representative Assembly

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## □ WTU/AFT Membership Benefits

### □ WTU Benefits – *Full Membership has its Privileges!*

- Sick/Maternity/Paternity Leave Banks/Application Process\*
- Prepaid Legal Services with Ades & Associates
- Dental/Vision Benefits with United Healthcare\*

### □ AFT+ Benefits and Union+ Discounts ([wtulocal6.org](http://wtulocal6.org))

- Occupational Liability Insurance - *Are your beneficiaries on file?*
- Accidental Death and Dismemberment Insurance
- Free New Member \$10,000 Life Insurance Policy

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***\*Requires enrollment once a year; August of each year***





# Representative Assembly

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## □ Important Meetings and Events

### □ DCPS Hiring Fair Schedule Now Available

- 1<sup>st</sup> One: 40/40 Schools on April 20<sup>th</sup>, 4:30-7pm@Savoy ES

### □ Next **Regional Meetings**, April 26<sup>th</sup> @4:30

- Deal- Meet with Devin Nixon
- Moore- Meet with Rejil Solis
- Simon- Meet with Charles Moore
- Whittier- Meet with Candi Peterson



# Questions/Concerns/Ideas?? We're Here to Support You!



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Washington Teachers' Union  
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[dialogue@wtulocal6.net](mailto:dialogue@wtulocal6.net)

Contact Your Field Rep: [www.wtulocal6.org](http://www.wtulocal6.org)

Follow us on Twitter: @WTUTEACHER & Instagram: @WTUlocal6

Like us on Facebook: Washington Teachers' Union

**Next Rep. Meeting: May 10<sup>th</sup>**

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***One Union, One Voice!  
Solidarity Forever!***

*Thanks for your support and  
commitment!*

*Elizabeth A. Davis, President*