



## *Strictly Speaking*

**By, Robert Strickler  
AEA President**

**With guest writers: Heather Ogden and Tawny Leonard**

The role of district instructional coaches has changed to increase achievement at all schools. One change that has been noticed by teachers is the coach walk-throughs. I recently had the opportunity to participate in a series of walk-throughs with Heather Ogden and Tawny Leonard, two of our union members who are on special assignment this year as instructional coaches. These TOSAs observe instruction, provide feedback to individual teachers, provide reports to the entire staff, and plan staff development based on the trends they see regarding instruction. I also had the opportunity to ask the questions that many of you have been asking. The following are answers to your questions.

***What is the purpose of the observation? Is this used in any way as evaluation?***

The purpose of the walk-through is to provide trend data to the school in regards to the three instructional goals set by the site as well as to provide specific feedback to each teacher. Our reports contain numbers of teachers, not specific names, for the explicit purpose of not being evaluative.

***What information is shared with administrators?***

Often, administrators do the walk-throughs with the coaches for two reasons. First, administrators are the instructional leaders for their sites. Since they are at the site every day, they have more opportunities to provide helpful feedback to teachers on instruction. Second, we want principals to be on the same page with coaches for what they are observing. After leaving each classroom, observers share what they saw so that the data is consistent.

***What happens to the form after the observation?***

The coaches use this form in order to stay focused while we are in classrooms. We also want to have consistent, fast, and reliable data. After coaches have completed observations, we analyze the data. We use a master sheet to tally totals (not names) for each area. We then use this master sheet to write our summary, which is then shared with the administrators and staff. The data collection sheets for each classroom are then shredded. Since we are reporting on school-wide trends, we have no need to keep individual sheets.

***Why does my name have to be on the form if it is just for data collection?***

Our schools where we are currently having walk-throughs have faculties as large as 40 people. In order to accurately analyze the data, at times we need to recall what we saw in the classrooms in addition to our notes. The teacher's name helps us to

recall the instruction quickly and accurately.

***Why can't I have the form back after you are done?***

We are glad to provide teachers with a copy of the form; however, we also provide a feedback form to each teacher that includes specific feedback on the three instructional goals for each site.

***Who else sees the information on the form?***

Each observer has his/her own form. Usually this includes two coaches and an administrator. The coaches do not share written forms with anyone else. The forms are solely a data collection tool.

***Why do you talk to the kids?***

***What are you asking them?***  
When coaches talk to students, we ask them what the learning objective is. If they are not clear, we elaborate on our question to see if they understand.

***How long are observations?***

Generally, walk-throughs last about 10 minutes, but can be longer if requested. Often, principals go on these walk-throughs with the coaches. Coaches observe the instruction. Then, they either provide written feedback to the teacher or they send a coach in to cover the class for a couple of minutes while the other coach and/or principal provide verbal feedback.





**Congratulations** to **Sara Savacool** who was elected as a new CTA State Council Representative.

**Congratulations** to AUSD's **Superintendent Donald Gill** on being appointed by Tom Torlakson as one of the 50 members of Torlakson's Transition Advisory Team, a bipartisan group of educators, labor, and business leaders who will advise him on key issues facing education in California..

**Congratulations** to **Pandora Bethea** for helping bring the county poetry competition to Deer Valley High School this February.

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### **AEA/CTA/NEA Elections**

**NEA:** Candidacy forms for State Delegates to the 2011 NEA Representative Assembly in Chicago are due on January 31. Applications are in the CTA Insider magazine. AEA will not be sending any local delegates this year so all those who are interested in going to the NEA RA must apply as State Delegates.

**CTA:** Two positions for CTA State Council Representatives will be open this spring. CTA sets the time line for these positions so AEA will try to coordinate its election timeline with CTA. For more information on what a CTA State Representative does, visit [antiochteachers.org](http://antiochteachers.org) and click on the "**Executive Board**" tab and then on the "**info**" button next to "**State Council Representatives.**"

**AEA:** Four positions will be open on AEA's Executive Board this year. These positions are: Vice-President, Treasurer, Elementary School Liaison and Middle School Liaison. Those who are elected to CTA State Council also serve on the Executive Board. For more information about these positions and responsibilities, you can visit our website ([antiochteachers.org](http://antiochteachers.org)) and click on the

"**Executive Board**" tab and then on the "**info**" button next to each position.

More information will be sent out regarding the timeline for the CTA and AEA elections in February and March.

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### **Announcing...** **"Unconscious Bias" Class**

Do you need units to move over on the salary schedule? Would you like to learn more effective strategies to assist you in your classroom so that student learning can improve? Would you like to earn units without paying any money for them? If you answered all three questions with a "Yes," then consider taking the AEA/CTA sponsored class next month. This class, "Unconscious Bias" will be offered in five sessions – February 24 through March 31. This class was designed to raise awareness of Unconscious Bias and its effect on student learning. You will begin to understand what unconscious bias is and its impact on you as an individual and teacher in the educational community. This class will enhance the effectiveness of your existing skills which will in turn improve the quality of our public schools. The five modules are as follows:

1. Unconscious Bias – is it real? February 24
2. Implicit Bias March 3
3. The Assumptions we Make March 10
4. Power and Privilege March 17
5. Moving Towards Cultural Competency March 31

The classes will be held at the AEA office on Lone Tree Way. They will be three hour sessions from 4:00 p.m. to 7:00 p.m. A light meal will be served during the class sessions. Our district is offering 1.5 district salary credits for your attendance and participation. If you choose to sign up, you must attend all five (5) sessions. Please fill out the registration form which has been placed in your box by your union representative and forward it via pony to the AEA office. The registration deadline is **Friday, February 4, 2011.**

**Submitted by,**  
**Denise James, CTA State Council Representative**

## Pennie's Look at Bennies

First, please go to the websites yourself so you can get the most current information. Things are new on a weekly basis and by the time I can relay them to you some of the special offers might be over.

A sampling of what's available as of 1/13/11: A 30-day free program from Jenny Craig in case your New Year's resolutions included losing weight; weekly offers from Costco which you can print out and take to the store for deeper discounts; and at Click and Save, which always has great bargains, you can now invite four (4) friends or family members to enjoy these offers, too.

[www.neamb.com](http://www.neamb.com)



Universal Studios Hollywood is offering 50% off General Admission for Teachers, School Employees and up to three (3) guests! Offer valid through March 31, 2011. Current School Employee ID or Association/Union ID and valid driver's license must be shown for purchase at the Universal Studios Hollywood ticket booth. For more information call 1-800-329-4196.

California Casualty is now offering a high school program grant of \$2,500 or more. February 1, 2011 is the deadline for submitting your application. Go to [www.CalCasAthleticsGrant.com](http://www.CalCasAthleticsGrant.com) to find out how to apply for the grant. Other benefits from CTA can be found at [www.cta.org/member-services/member-benefits](http://www.cta.org/member-services/member-benefits)

**Submitted by,  
Pennie Davis, AEA Secretary**

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### Know Your Contract



I know that reading your contract might sound more boring than reading the "End User Agreement" before you click the "I agree" box on a software download, but unlike the "legalese" attached to that program, your contract has every-day applications and ramifications. And now that it is possible to not only find your contract two different places on the web, but dynamically search it as well, there really

is no excuse for not knowing what it says.

([www.antiochteachers.org](http://www.antiochteachers.org) or <http://www.antioch.k12.ca.us/forms>)

A quick, real world application: A number of times over the last couple of years, members have asked why we changed our contract hours. We have not. According to section 11.1.1 "The length of the regular teacher workday, including preparation time, lunch, non-instructional time and time required before and after student attendance shall be seven (7) hours and five (5) minutes per day Monday through Thursday, and seven(7) hours on Friday or the last working day of each week." (And I just right now searched that, copied and pasted it here – easy!)

"But," a person will ask, "When you log in to Subfinder to report an absence, it will give the option to 'Follow the Employee Schedule' which is listed as 7:45 am to 3:15 pm. That equals 7 hours and 30 minutes." Yes – and there is good reason for that. A sub needs to get to the site earlier than you do because they need to find parking, check into the office, get their keys and room assignment, review the lesson plans and seating chart, etc. And after school they need to stay a little longer to turn all that stuff back in. You, on the other hand, being the overly prepared and professional teacher that you are, could walk in with the kids at 8:00am, teach through the day and then hop into your car at 3:05pm and leave should you so choose. And the students would still have had a more productive day than with the sub. I know that none of us do – on a normal day, we're more like the Army Scouts right? First In, Last Out? But on the one day when you actually have to leave right after school because you've got an important appointment scheduled months in advance, (and wasn't that professional of you to schedule it after school instead of during school?) isn't it nice to be able to accurately explain to your administrator that "no, you are not leaving early" and "yes, you have fulfilled your contract hours?" Know your contract! Questions?

Comments? Drop me a line at [antiochbargainingteam@gmail.com](mailto:antiochbargainingteam@gmail.com)

**Submitted by,  
Dylan Howell, Bargaining Team Chair**



# REPRESENTATIVE COUNCIL HOLIDAY FESTIVITIES

December 6, 2010



**Upcoming Conferences from CTA**

**Equity and Human Rights Conference**

March 4-6, 2011, Fairmont, San Jose

**Presidents Conference – July 18-22, 2011**

Asilomar Conference Grounds, Pacific Grove

**Summer Institute – July 31-August 5, 2011, UCLA**

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**Weingarten Rights**

The United States Supreme Court has ruled (NLRB vs. Weingarten) that an employee has the right to Union Representation during any employer interview which may (perception is reality) result in discipline.

In California, PERB has also held that these rights apply to public employees (i.e. teachers, etc.) covered by the collective bargaining laws it administers.

Here are some guidelines for the teachers in the AUSD:

1. Teachers must REQUEST that a Union (AEA/CTA) representative (of their choosing) be present during the meeting.
2. Teachers must have a reasonable belief that discipline will result from the meeting.
3. Teachers have the right to know the subject of the meeting.
4. Teachers have the right to consult with an AEA/CTA representative of their choosing prior to the meeting.
5. Teachers DO NOT have the right to refuse to attend the meeting if the request for representation is denied. Teachers DO have the right to choose to not answer questions without representation. AEA will address PERB if this scenario were to happen.

A sample response might be: "If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that an AEA/CTA representative be present at the meeting. Without representation I choose not to answer any questions."

Need help? Contact your Building Rep or the AEA President (925-754-0300).

**AEA Leadership 2010-2011**

**President**

Robert Strickler

**Vice President**

Linda Anderson, Marsh Elementary

**Secretary**

Pennie Davis, Grant Elementary

**Treasurer**

Steve Kish, Deer Valley High School

**CTA State Council Representatives**

Denise James, Lone Tree Elementary

Valorie Luke, Prospects High School

Sara Savacool, Antioch High School

**High Schools' Liaison**

J Myers, Deer Valley High School

**Middle Schools' Liaison**

Linda Jones, Black Diamond Middle School

**Elementary Schools' Liaison**

Karen Vargas, Marsh Elementary

**Bargaining Team**

Dylan Howell – Chair, Antioch High School

Sharon Ball, Dallas Ranch Middle School

Jeri Creese, London Elementary

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**AUSD School Board Members**

Diane Gibson-Gray, President

Claire Smith, Vice President

Gary Hack (member)

Joy Motts (member)

Walter Ruehlig (member)



# Put It On Your Calendar

## January 2011



- 28 ACO-PTA-PTO Joint Meeting – AEA Office – 2730 Lone Tree Way – 4:00 PM
- 29 School Board Breakfast – Marriott – Walnut Creek – 8:15 AM
- 31 AEA Executive Board– AEA Office – 2730 Lone Tree Way – 3:45 PM

## February 2011

- 2 AUSD School Board Meeting – 510 “G” Street – 7:00 PM
- 7 AEA Rep Council – AEA Office – 2730 Lone Tree Way – 3:45 PM
- 9 AUSD School Board Meeting – 510 “G” Street – 7:00 PM
- 12 Lincoln’s Birthday
- 14 Valentine’s Day/No school
- 21 President’s Day/No school
- 22 Washington’s Birthday
- 24 Unconscious Bias Program – AEA Office – 2730 Lone Tree Way – 4:00 PM
- 28 Site Meetings



## March 2011

- 3 Unconscious Bias Program – AEA Office – 2730 Lone Tree Way – 4:00 PM
- 4-6 Equity & Human Rights Conference – Fairmont – San Jose
- 7 AEA Executive Board– AEA Office – 2730 Lone Tree Way – 3:45 PM
- 9 AUSD School Board Meeting – 510 “G” Street – 7:00 PM
- 10 Unconscious Bias Program – AEA Office – 2730 Lone Tree Way – 4:00 PM
- 14 AEA Rep Council – AEA Office – 2730 Lone Tree Way – 3:45 PM
- 17 St. Patrick’s Day
- 17 Unconscious Bias Program – AEA Office – 2730 Lone Tree Way – 4:00 PM
- 23 AUSD School Board Meeting – 510 “G” Street – 7:00 PM
- 28 AEA Executive Board– AEA Office – 2730 Lone Tree Way – 3:45 PM
- 31 Unconscious Bias Program – AEA Office – 2730 Lone Tree Way – 4:00 PM

