

HAVERHILL
EDUCATION

Association News

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Issue 2

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President Marc Harvey--1st VP Chris Cook--2nd VP Joe Cunha--Secretary John Craven--Treasurer Lisa Begley ESP
Rep Lois Silva--Secretarial Rep Linda Motta---Office Secretary Linda Kiefer



HEA President awards the 2012 HEA Scholarship to Emily Suplinskas at our Honors Banquet last May.

**GIVE A DESERVING HAVERHILL
STUDENT A "HALLOWEEN TREAT" BY
SUPPORTING THE HEA SCHOLARSHIP.
THANK YOU TO ALL WHO'VE ALREADY GIVEN.
TTD=\$400.00 KEEP 'EM COMING!**

**PLEASE GIVE YOUR DONATION FOR THE HEA SCHOLARSHIP
FUND TO YOUR HEA REP. ASAP. SUGGESTED DONATION:
TEACHERS \$10 CLERICAL AND ESP MEMBERS \$5.** Contact
Joe Cunha directly at joevc@comcast.net with any
suggestions or comments.

MARC HARVEY

Dear Colleagues,

The implementation of the new evaluation system was guaranteed to cause some consternation. We are not alone. Districts who are implementing the new guidelines are experiencing similar growing pains associated with any new initiative. We are in a learning curve, just as teachers who were around in the early 1990's were in a learning curve the last time the DESE mandated changes to evaluation tools across the Commonwealth. We should also remember that evaluators are experiencing a learning curve. When the growing pains are behind us, the implementation will be a success if all interested parties work together to make a (cont. page 3)

We are thankful as we congratulate **Laurie Mooradian** on a miraculous recovery from heart valve surgery this June at Brigham and Women's Hospital. After a lengthy stay there she spent the rest of the summer recuperating and was right back in action at Bradford Elementary in August. We look forward to seeing Laurie's beautiful floral arrangements again at this year's honors Banquet.

★ **THANK YOU TO ALL WHO JOINED US AT THIS YEAR'S WELCOME PARTY! A GOOD TIME WAS HAD BY ALL, SEE YOU NEXT YEAR.** ★

WEB SITE

Be sure to use your HEA website for more information and happenings including links to your contract and benefits. The MTRB icon now links to "The Chart"

haverhill.massteacher.org

CONDOLENCES
Wishes of comfort and peace are extended to our families in their times of sorrow.

Joseph and Anna Juranovits, Father in law and Mother in law of Patty Juranovits

The family of our colleague Doreen Martini.

Kerry Woelful on the passing of her mom.

**Weingarten Rights
YOU MAY THINK YOU'LL
NEVER NEED THIS
... AND THEN YOU WILL**

◆◆◆

If called to a meeting with management read the following when it begins.
"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present at this meeting. Until my representative arrives, I choose not to participate in this discussion."

If the employer denies the request for union representation, and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal but the employee must remain in the meeting though not answer questions.

See complete law in teacher room or ask your rep

- At election time we should consider who to thank in Massachusetts and Haverhill for changing and using the law to allow municipalities to unilaterally take away our right to bargain health care benefits. It's not so much about the future as it is about the past negotiations when concessions were made in exchange for keeping our level of health insurance.

1st Vice President in charge of grievances, **Chris Cook**, requests you contact him directly at his personal Email **ccook12308@gmail.com** with any union business.

(Marc continued)

meaningful model that is based on mutual respect. This is the reason why the DESE also put in place that teachers will have a role in the evaluation of building based administrators.

I have received many questions from colleagues and wanted to clarify some basic points in the evaluation tool. The unannounced observation is part of the new law. The purpose of the unannounced observation is to get a more realistic view of what is happening on a daily basis in our classrooms, rather than a singular scripted lesson. Most of us have always maintained an open door policy and there was nothing in the old contract that prevented administrators from observing our classes at will. What is different is that these unannounced observations will become part of the summative evaluation. In general, evaluators will look for evidence of planning, evidence of student engagement, evidence of formative assessment and a classroom environment that is conducive to learning. We are working on a standardized feedback form that will be used universally across the district and will make this available to all staff for inspection prior to implementation.

It is my hope that evaluators do not become rigidly prescriptive in mandating certain gimmicks that all teachers must use in order to be considered a “good teacher”. This does not mean that we cannot reflect on best practices; it simply means that we cannot make the profession into an assembly line or grab bag of uniformly practiced routines that are the flavor of the day for educational consultants. Teaching is a craft, not a prepackaged standardized routine.

As for walkthroughs, the language is pretty clear in the contract. *“Walkthroughs, Learning Walks, Instructional Rounds and other like procedures by another name (herein called “walkthroughs”) are intended to gauge the overall climate, culture and instruction within a school, program or department, and entail walking into multiple classrooms, usually for less than five (5) minutes each. Observations from walkthroughs summarize the aggregate climate, culture and instruction rather than commenting on individual teachers, and are used to talk about observed patterns and trends across classrooms. Walkthroughs are not observations for the sake of this evaluation system and do not result in feedback to individual educators. A walkthrough can be announced or unannounced. There are no limits on the number of walkthroughs that can be conducted, provided that all educators in a school shall have a similar number of such visits.”*

To be sure, this pilot year is intended to work out the “kinks” in the system. In 20 years, when the DESE changes to a new evaluation model, those of us who will still be in the profession will look back, like we look back on so many “reforms”, and remember that we have lived this script before.

In closing, as we head into the voting booths this fall, I would ask that we examine closely the stances of candidates at the local, state, and national level and their beliefs about education before we cast our ballot. Our choices directly impact our profession and our students.

In solidarity,
Marc

KNOW YOUR CONTRACT

Sick Days and Appointments

You CAN use sick days for all medical appointments. The restriction was removed in exchange for the personal day limits.

This is the excerpt from the memorandum of agreement presented by the school committee and subsequently voted on and accepted by the HEA.

~~“4. The HEA and the Haverhill School Committee recognize that routine dentistry, optical, and physical examinations are excluded from sick leave coverage.”~~

As all can see the contract no longer prohibits, or even discourages, the use of sick days for any medical appointments nor should your administrators. It's your right.

RED CROSS BLOOD DRIVE

Please join the HHS Key Club in their effort to help save lives.

Monday December 10, 2012 3 – 8 P.M.

Haverhill High Cafeteria

THANK YOU FRAN

A great big thank you and a job well done to Fran Rosenau. Fran plans the HEA Retired luncheons and we hear this October's was great! About 50 retired members joined for a fabulous meal, conversation and door prizes.

Reps. Are Needed to attend monthly meetings and distribute information.

Please get involved by talking to HEA Secretary John Craven at (978) 372-7079 or Email him at haved@verizon.net - subject: reps for John

Communication is key to making your union work for you. If you haven't been receiving HEA emails you must send in your home Email to haved@verizon.net subject Email signup or give it to you building representative.

Mark Your Calendar

**ELECTION DAY - Tuesday
NOVEMBER 6, 2012**

Honor Banquet May 23, 2013

**REP Meetings 3:30 @ HEA
11/8, 12/6, 1/10,
2/14, 3/14, 4/4, 5/9, 6/6**

Questions? Suggestions?

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