



# Action Line

Vancouver Education Association

Winter Break 2018



## WEA Human and Civil Rights Conference Provides Insights

VEA members Shadbreon Gatson and Sanjay Prasad attended the WEA’s HCR Leadership Conference and provided the following insights for all VEA members to consider on leadership, what we can do, and equity teams.

These are quotes that resonated from the keynote speakers; Janie White, Miguel Saldana, Valerie Fisher, Buddy Bear and Michael Tamayo.

**On Leadership:** *“Without explicit equity, there is implicit bias” “Treat people as they are” “We need people in front of them, that look like them” “When you serve others, you don’t think about yourself” “It’s not just about winning but how you play the game.” “To be a leader, you are a server” “Strong sense of values as a community leads to change.”*

**When encountering obstacles, stick with it!** If we are scared, we won’t show up to the table.

*“If you have no seat at the table, you’ll be on the menu.” –Frederick Douglass*

*“If a student feels cared for and valued, they can succeed.”* Student voices-need sense of belonging, feel connected, use student focus groups. Please connect before bust; acting out means they are trying to give you a message. *“Get to know families and equity will come.”*

Dr. Dexter Gordon presented on how to eliminate Institutionalized racism by increasing our awareness and cultural responsiveness as WEA leaders and educators in all WA Public Schools. Journey into explicit equity in our leadership and its impact on our locals, councils, public school programs, sites, offices, classes, schools and buildings. Explicit equity is what we believe as a nation. Any person can achieve their dreams. Explicit Equity matters because Implicit Bias marked our lives for hundreds of years. Explicit equity is moral. **It can be done:** Today more than 2 million women attend University over men. In the 1970’s, men outnumbered women by 2 million.

### So what can we do?

- 1. Start in your own space, class or building
  - A. Start where you are
  - B. Do what you can
- 2. Select the available resources
  - A. We all have power
  - B. We have a budget, passion and goodwill
- 3. Build Partnerships
  - A. You cannot do this work alone, it will kill you.
  - B. Create teams and groupings
- 4. Find your own courage
  - A. Our ancestors had nothing but courage
  - B. Dig deep
- 5. Be Creative
  - A. Adequate education funding
  - B. Reasonable class size
  - C. Professional pay
- 6. Respect the past but focus on the future

**Arthur Ashe said racism was more hurtful than having AIDS.**

*The problem is here and now, not just Alabama. We are the “Upper South.”*

(Equity Teams continued on page 2)

**Equity Teams** Presenters: Glenn Jenkins and Pamela Wilson

**Why Equity Teams?** Purpose: Increased cultural competence of all staff, significant improvement in policies, procedures, decision-making processes, allocation and use of resources.

Community(parent) engagement and other important areas related to the mission of your organization will be made particularly for those parents, students and staff that have historically been underserved.

**Goal:** The goal of the Equity Team is to promote institutional change within the organization in order to better serve the community.

*Equity Defined: "...(Equity) deals with difference and takes into consideration the fact that this society has many groups in it who have not always been given equal treatment and/or have not had a level field on which to play. These groups have been frequently made to feel inferior to those in the mainstream and some have been oppressed.*

**Types of Equity Teams:** District, Building/School, Local, Council. They need to work together! Who should be on the team? Educators, para-educators and parents.

## Is a China Experience for You?



JOLLY-NOBLE

Jolly-Noble International Education is seeking educators for short-term teaching programs in January or July-August in China. The position is "Camp Teacher for Chinese middle school students" with the duration of 1-3 weeks. Responsibilities include 36 teaching hours per week for a class of 30 students in grades 7-8, prepare detailed lesson plans according to the given materials with an appropriate balance of independent and teacher-directed activities, present a demo lesson and make adjustments according to the feedback before program starts to ensure teaching quality, decorate classroom and set up the equipment before the first day of class, participate in regular group meetings with staff and TAs for the purpose of discussing the needs of students, lesson planning, program progress, evaluation and problem-solving. Participants are also asked to attend camp opening and closing ceremonies. For additional information, contact Kirsten Cargo at [Kirsten.Cargo@jolly-noble.org](mailto:Kirsten.Cargo@jolly-noble.org)

## LOOKING FOR LEADERS



There are many hats to be worn in Association work. The more members wearing those hats, the more effective and strong the association becomes.

Opportunities for members to run for leadership positions on the **2019-20 VEA Executive Board** begin with open nominations at the January Rep Council meeting. Nomination forms are available from the VEA office for the positions of President, 1<sup>st</sup> Vice President, 3<sup>rd</sup> Vice President, Treasurer, Primary Trustee, and Senior High Trustee.

### Is there a smaller way to get involved?

You do not have to be a building rep. You do not have to be on the board. You DO have to be a VEA member and commit to attend and report back to the membership. Nominations also open In January for VEA delegates to the **WEA Rep Assembly** (Spokane – April 25-27) and the **NEA Rep Assembly** (July 2 - 7). in Houston, TX Nominations will close for Board and RA positions at the February 5<sup>th</sup> Rep Council meeting. Contact VEA for a nomination form.

## Tracking additional hours beyond base and TRI

With the variety of opportunities bargained this year for pay, there is confusion as to whether or not an individual has been paid for them. You can use your earning statement to track additional hours beyond your base contract and 2018 TRI.



In either Employee Access or the Skyward mobile app, refer to the pay section. In Skyward click on "Employee Access", then "Employee Information". Select "Check History" and highlight the pay period you would like to view/print. Select "Show Check with YTD Amts" and this will bring up your personal earnings information. Two common descriptions that reflect additional earnings are **cert supplemental group** or **cert supplement** which are captured on either a group or individual supplemental contract. For both you can see the hours and the amount earned. "Staff Development reflects hours and earnings from the individual professional development funds (\$1000).

## WEA FAQ on Student Discipline

OSPI adopted new student discipline rules this past summer as directed by House Bill 1541 (2016). These new rules will be phased in over a two year period with full implementation starting in the 2019-20 school year. WEA put together a FAQ with a focus on what educators need to know at the classroom level but is not intended to provide a comprehensive overview of all of the new rules. This FAQ was shared with building reps at the December meeting. It is also available on the VEA website at [www.vancouverea.org](http://www.vancouverea.org) under the member info tab.

The Bauer bill is still in effect! Please be sure to continue to write referrals to show your attempts at corrective action.

### De-escalation Course Jan 17



#### *Save the Date!*

The district and the VEA are once again collaborating to provide professional development on topics members have requested. Be on the lookout for course

4411 on the district portal for the WEA Teaching and Learning session on de-escalation.

Participants may apply for hourly reimbursement through available individual professional development funds.

The de-escalation training is designed to empower school staff to address student agitation and escalating behavior and to calm and refocus the behavior back to student learning and time on task. The course teaches educators to understand that behavior is a form of communication and as a result, identify the aspects of escalating behavior, address the escalation, and select the correct response options. Participants will be provided with practical strategies, ideas, resources, and tools to better engage with students during times of escalation. This course is specifically designed for all staff members who will see the connection to behavior management components in their instructional framework. This training meets the professional and continuing elementary and secondary certificate renewal requirements for TPEP.



NCUEA

The following reflections are from VEA leaders who participated in the 2018 Fall National Council of Urban Education Associations Conference

**Lynn Maiorca** (VEA President): NCUEA in Des Moines, Iowa, offered a great opportunity to have a personal conversation as a local president with the NEA president, Lilly Eskelsen Garcia. She made herself available to local presidents who attended to hear our concerns. Also, I was impressed with the ideas of the National Labor-Management Partnerships consortium. The ideas are best categorized by this quote, “By fostering a culture of learning and joint problem-solving in our schools and districts, the solutions to today’s education challenges will arise from within the system, not from outside it. Together, as those closest to the students and families, empowered education stakeholders will transform our nation’s public schools.” When principals distribute school leadership, organizational trust increases and teachers/admin are more likely to engage one another as mentors, coaches, and advisors on professional issues. This raises the social capital of those involved and leads to increases in student performance. I’d like to think that is what we are doing in Vancouver Public Schools.

**Debra Fanning** (Discovery MS): The focus of the NCUEA Fall Conference was unions as essential components of a flourishing democracy. The keynote speaker, Nancy MacLean, historian and professor at Duke University, discussed her latest book, “Democracy in Chains”. MacLean has documented the systematic targeting of public education by the radical right.

Teachers from Wisconsin, Oklahoma, California and other states elaborated on their battle as advocates for students and the full funding of education. Seminars to strengthen our unity were wide ranging and practical. Specific training for local union presidents and officers was pragmatic and timely, especially in view of the changes to local membership created by the Janus ruling.



## Gift Ideas for the Sports Enthusiast



Remember tickets are still available for the Winterhawks (Feb 17) game at special pricing of \$25 per seat directly behind the penalty box in rows 2-5.

Send your check payable to VEA along with your name, building, and home email address to pre-order your tickets!!

## PGP and Culturally Responsive Training Success!



WEA Certification Cadre presented Professional Growth Plan PD on November 27<sup>th</sup>. Members positively responded to this training so VEA and the district are offering additional components for those who completed this initial training.



VEA members Mason Quiroz, Rachel Jarnagin, and Linda Wilson attended an in-depth training by WEA to serve on the Cultural Responsive Training Cadre. The district and VEA co-sponsored Session 1 on December 5<sup>th</sup> and will bring Session 2 on January 9<sup>th</sup>. Both sessions are facilitated by our VEA cadre members!  
#MembershipMatters.

Watch for additional sessions of Culturally Responsive Training offered in the Spring!

## VAESP Bargaining



The VEA is committed to supporting our colleagues in VAESP through their bargain. VAESP contracts are negotiated through WEA-Riverside. WEA-Riverside also coordinates their labor actions.

What have we done so far to support VAESP? VEA has reached out to Riverside and WEA asking what they need and how to support them. In September, VEA leaders were encouraged to take poster supplies to write messages of support. These posters have been delivered to the board room where VAESP and VPS bargain throughout October and November. Members have been encouraged to participate in school board meetings, candlelight vigils, and informational rallies. VEA members and VEA President Lynn Maiorca directly addressed the school board outlining the valuable role that VAESP members provide and reiterating that they too deserve their fair share of the McCleary funding.

VEA has also provided lunches for the VAESP team and encouraged the district to “get the job done”. VEA provided food for the December bargaining support team meeting as well. At the January 2019 board meeting, the VEA Executive Board will discuss our response should VAESP approve a strike in February.

Notifications around events will be sent via Facebook events, home email and text blast. If you are not receiving text messages, please register (or re-register) by texting @veame to 81010.