



Action Line

Vancouver Education Association

November 2020



Native American Heritage Month

November is designated as National Native American Heritage Month, a time to celebrate rich and diverse cultures, traditions, and histories and to acknowledge the important contributions of Native people. Estimates of the population of the Western Hemisphere prior to the arrival of Europeans range from 8 million to more than 100 million. Cultures were as varied as the stationary Mayas in the Yucatan and the nomadic Plains Indians in North America. We hope you consider highlighting the history, heritage, traditions, and contemporary way of life of American Indians, Alaska Natives, and Native Hawaiians (AI/AN/NH) with students you serve. The [National Park Service](#) has provided the following ideas around celebrating Native American Heritage.

- Share the connections our area has to American Indian, Alaska Native, and Native Hawaiian heritage, history, and their way of life.
- Explore the culture and experiences of AI/AN/NH in your community today.
- Invite American Indians, Alaska Natives, Native Hawaiians, or a local indigenous group to present about their culture, ancestral homeland, and contemporary way of life.
 - There are 573 federally recognized Indian Nations plus other tribes located throughout the United States who are recognized by their respective state governments.
- Consider connecting this theme with other events in November, including [Veterans Day](#).
- Share history and heritage of native people past and present.
- Consider using some [Honoring Tribal Legacies teachings](#) in your *classrooms*.

The VEA has established a practice to honor the land of the Chinook and Cowlitz People prior to each of our governance meetings.

“Every community owes its existence and vitality to generations from around the world who contributed their hopes, dreams, and energy to making the history that led to this moment. Some were brought here against their will, some were drawn to leave their distant homes in hope of a better life, and some have lived on this land for more generations than can be counted. We believe that truth and acknowledgment are critical to building mutual respect and connection across all barriers of heritage and difference. We begin this effort to acknowledge what has been buried by honoring the truth. We respectfully recognize this meeting is held on the ancestral lands of the Chinook and Cowlitz People. We pay respects to them as they have stewarded this land throughout the generations and to their elders, past, present and emerging. Please take a moment to consider the many legacies of violence, displacement, migration, and settlement that bring us together here today.”

Institutional Racism and White Supremacy

Save the Dates

VEA, in collaboration with the district, will host WEA's presentation on Institutional Racism and White Supremacy, Dec. 9, 2020 from 4:30 pm – 7:30 pm. The course is free to WEA members. Clock hours will be offered. Watch for the course registration link in an upcoming four-square update!

This training introduces educators to the history of institutional racism and white privilege and explores how both have shaped and continue to affect society, including public education. During the training, participants work through scenarios that help them develop strategies for dealing with institutional racism. The course presentation and exercises help teach skills that, when applied in an education setting, contribute to a climate that encourages student success.

VEBA Yearly Vote Happening Now!

Your contract provides for the conversion of sick/emergency leave days into compensation. VEA members who are eligible to retire at the end of this school year have the opportunity to vote to receive the benefit for their unused sick leave via a VEBA account. Likewise members who have accumulated 180 days (1440 hours) of sick leave can elect to contribute additionally to their VEBA account with a yearly cash out of accumulated sick leave. A link to an electronic vote has been sent to these specific members. Votes due by noon on November 17th. An informational zoom meeting is scheduled for 4:30 pm on November 16th with a VEBA rep to answer questions. Please [Register](#) in advance. After registering you will receive a confirmation email containing information about joining the meeting.

SEBB Open Enrollment ends November 23

Be sure to visit the [SEBB Open Enrollment webpage](#) for details on plan and rate changes. Many webinars are being held to bring information to employees. A calendar of [Open Enrollment events](#) is posted on the [Benefits portal page](#).

Don't forget - Open Enrollment began October 26 and ends November 23



American Education Week happens the week prior to Thanksgiving. Across the country, schools will celebrate excellence in education by hosting daily activities. The NEA has published some [ideas for celebrating](#) with others within our school community.

Celebrating Education Support Professionals



Our support professionals play critical roles in ensuring that our students can learn in safe, supportive and healthy environments every day. VEA recognizes the important contributions these professionals provide. It really does take a village to educate the children in our community and during COVID-19 we really miss their presence! Watch for ways to support our para-professionals in the four-square updates!! Let Cindy know if you would like a button or car sign!

**WEA Educators of Color Conference
November 14, 2020
9:00 am - Noon
Via Zoom**

Session 1 will provide an opportunity for WEA educators of color to elevate their skills and knowledge around building collaborative communities, empowering themselves, each other and their students to overcome shared challenges, to heal and co-exist, and to set goals for both teacher and student success in a safe and inclusive space.

Key Note: Senator John McCoy
Performance by Guitarist Gabriel Ayala

Those who attend will receive a gift celebrating diversity. Clock hours are provided

Educators of Color are invited to register now, we ask White allies to wait until Nov. 9, 2020. Registration closes on Nov. 11, 2020
[Register here](#)



**TGIF Celebrating
CHANGE**

As the Fall leaves change - so have our "normal" working conditions. VEA would like to get to know our members with 0-7 years of experience a little better and provide a way for you to get to know each other too! One thing we won't change...there'll be give-aways and great conversation! Order up some grub hub or gather ingredients for a new fall beverage - CHANGE IT UP! VEA will provide participants with a voucher to submit for a \$15 reimbursement.

Friday, November 13, 2020

ZOOM

3:00-4:00 or 4:30-5:30 PM

Register in advance for this meeting:
<https://washingtonea.zoom.us/join/join?pwd=UWV5cmB1bnRlcjAqfjYurD8pHNBJ8b5SBby>
After registering, you will receive a confirmation email containing information about joining the meeting.

*A message from
at the North Pole*

Due to COVID-19 and the need to social distance, Santa Claus would like to encourage kids both big and small to stay on the Nice List! VEA has agreed to help him by sending out a personalized postcard. You can help Santa too by identifying up to four ways your child can stay on the Nice List!! Complete the survey no later than December 4th

<https://www.surveymonkey.com/r/SantaNiceList>

Student Growth Goal Guidance for 2020-21

The TPEP Steering Committee at OSPI has issued guidance for Student Growth Goals for the 2020-21 school year. This guidance can be found here: https://www.k12.wa.us/sites/default/files/public/tp/ep/pubdocs/Student_Growth_Revisions_2020_A_DA.pdf

- Teachers choose only ONE student growth goal for a comprehensive evaluation.
- The choice of a Student Growth Goal for the Focused evaluation has not changed. However, teachers will still follow the new rubrics included in this guidance for 3.2 and 6.2. Teachers are rated more on a formative, reflective practice. Please see link above for details. This is a significant change for this year only at this point.

DISCIPLINE RULES for 20-21

OSPI released a [Q & A](#) to help navigate school discipline for the 2020-21 SY. Here are the high level items you should be aware of:

- There have been NO changes in the state discipline rules for 2020-21
- Setting, Teaching, Reinforcing Behavior Expectations: OSPI provided a great graphic on page 3 of the PDF from the Wisconsin RtI Center to illustrate Tier One Behavior Support. Behavior expectations for virtual learning need to be intentionally taught, modeled and reinforced. The graphic unfortunately does not explicitly address that behavior expectations need to be culturally responsive to the student population.
- The definition of a classroom exclusion has NOT changed. Removing a student from synchronous learning opportunities as a response to a behavior violation is considered an exclusion. Teachers are still required in most cases to use another form of discipline prior to excluding and notify the principal and parent of the exclusion.
- Absences/tardies – Schools are NOT allowed to suspend or expel a student for absences or tardies

so schools cannot suspend a student for not participating in remote learning activities.

- Compliance with health requirements such as face coverings & social distancing for hybrid and face to face:
 - It is NOT a classroom exclusion to refer a student to the office who can't or who refuses to wear a face covering. This should be treated as any other health-related situation and students can be removed for not complying.
 - Page 7 of the PDF provides strategies for working with students not complying with public health recommendations
 - Districts may not adopt policies that define noncompliance with public health mandates as behavioral violations that could result in exclusionary discipline under the district's discipline policies and procedures.
- Buildings should determine if changes need to be made to building policies and procedures and student handbooks to address remote/hybrid learning. Policies and Procedures must be communicated to students, staff, and families annually.
- For suspensions/expulsions schools are still required to provide educational services to the impacted student.

Students can receive a classroom exclusion without the teacher administering other forms of discipline for emergency circumstances. This is defined as:

Emergency circumstances. When a teacher or school personnel administers a classroom exclusion on the grounds that the student's presence poses an immediate and continuing danger to other students or school personnel, or an immediate and continuing threat of material and substantial disruption of the educational process

RESOURCES:

Here is [OSPI's Student Discipline Technical Guide](#) published September 2019

Here is the full link to OSPI's Discipline Q & A:

<https://www.k12.wa.us/sites/default/files/public/studentdiscipline/pubdocs/8-31-2%282020-21SYDisciplineQA%29%20%28002%29.pdf>



LIMITED TIME ONLY
TAKE AN ADDITIONAL 20% OFF SELECT DOORBUSTERS & 10% OFF EVERYTHING ELSE

EXCLUSIVELY FOR:
Vancouver Public Schools / Education Association

THIS IS YOUR LAST INVITE OF THE YEAR
ITEMS ARE MARKED WITH EMPLOYEE PRICING

COLUMBIA IS DEDICATED TO THE SAFETY OF OUR EMPLOYEES AND SHOPPERS
SHOPPERS ARE REQUIRED TO BRING THEIR OWN FACE COVERINGS TO WEAR WHILE SHOPPING

VALID DATES	WHAT TO BRING	COVID-19 RESPONSE	LOCATION & HOURS
<p>11/06/2020 - 11/29/2020</p> <p>VALID FOR YOU + 4 GUESTS</p>	<ul style="list-style-type: none"> • THIS INVITATION • PHOTO I.D. • PROOF OF AFFILIATION <i>business card / membership card / company email signature / pay stub / original email / other form of affiliation</i> 	<ul style="list-style-type: none"> • Sanitization of Checkouts • Sanitization of Fitting Rooms • Hand Sanitizer Stations • 6' Marked Checkout Lines • Limited In-Store Customers • Employee Face Coverings 	<p>14100 NW SCIENCE PARK DR PORTLAND, OR 97229</p> <p>MON - SUN: 9A - 9P <i>Closed: 11/26/20 Thanksgiving</i></p>



Questions? Please email: portlandemployeestore@columbia.com
Valid for you and up to 4 guests for multiple visits during your invite period. Columbia reserves the right to modify or cancel this offer at any time. Please present this original invitation to the receptionist for entry and again at checkout. This invitation is non-transferable. You must be present during shopping. The products purchased are intended solely for the buyer's own personal use, including gifts to others. Resale of products is strictly prohibited. Offer may not be combined with any other offer or discount. Valid from dates listed above. ©2020 Columbia Brands USA, LLC.



Start your year on the right track.

Enroll to start shaping your financial future.

Welcome back to a new year full of new possibilities — and maybe even a new working environment.

We want to remind you that this year is also a new chance to enroll in your workplace retirement plan from AIG Retirement Services and start saving for your future.

Once enrolled you have access to:

- **Automatic savings** through payroll deduction
- **Tax-deferred savings*** that also reduce your taxable income
- **Virtual one-on-one service** available when you are



Enroll Today

Vancouver School District offers the following retirement plans. Select plan to enroll.

- [403\(b\) Plan](#)
- [Roth 403\(b\) Plan](#)



I'd like to meet with a financial professional via phone, FaceTime or Webex to get started.

Schedule a virtual meeting

Need help joining Webex? Here are [step-by-step instructions](#).

Great things come to those **who don't wait***. Income taxes are payable upon withdrawal, and withdrawals prior to age 59½ may be subject to a 10% federal early withdrawal tax penalty.



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