



# Action Line

Vancouver Education Association

February 2022

## Black Lives Matter at School Action Week

BLM at School Action Week brings opportunities for equity and social justice awareness with your students. Your VEA Equity Team has developed a schedule of suggested activities, engagements, actions, and resources. They also encourage members to [TAKE THE PLEDGE](#)



- Monday, January 31<sup>st</sup>** – Facilitate an **inclusive experience with your students** by considering and/or modifying lesson materials – [Teach a Lesson](#)
- Tuesday, February 1<sup>st</sup>** – Wear your **VEA Equity Team shirt, your own BLM or other inclusive-themed shirt** in solidarity with students, families, and colleagues of color. Then, snap a photo of you and your colleagues to post to your own social media page (during duty-free time) using the hashtag #BLMatSchool. OR Start the [VEA Passport](#) to expand your cultural experience!
- Wednesday, February 2<sup>nd</sup>** – Support a **local Black-owned business**, like one of [these in the Portland Metro Area](#), [Yelp](#), [Visit Vancouver](#), or another establishment you know is owned by a person of color.
- Thursday, February 3<sup>rd</sup>** – Use this [Study Guide](#) provided by the NAACP of Vancouver specifically for VPS educators as part of your classroom instruction, along with this [Video](#) and these timelines ([1788 – 1889](#), [1896 - 1970](#), [1971 – Present](#)). Then, respond to [this survey](#) after using any of the materials provided above. **\*\*PLEASE NOTE\*\*** *The materials provided are the property of the Vancouver NAACP and should only be used for instructional use in your classroom. NAACP is asking that the video not be uploaded to YouTube, etc. If you wish to share this information with others, please [contact the Vancouver NAACP directly](#) for permission.*
- Friday, February 4<sup>th</sup>** Join fellow VEA members alongside keynote speaker [Dominique Christina](#), a nationally recognized poet, author, educator, and cultural historian, with a Q&A discussion to follow. Register in advance via Zoom using [this link](#) and plan to purchase dinner, anticipating a \$15 voucher for reimbursement on VEA!



## Teaching Truth

WEA developed the following document outlining how we can safely continue teaching accurate and updated curricula to help our students understand our past and present in order to create a better future. [Tips for Teachers in a Tumultuous Time](#) The VEA Executive Board shared this document to members in the fall. As instructors strive for accuracy and balanced instruction that fosters critical thinking surrounding relevant topics, please refer to the following agreements and guidance. VEA/VPS contract and VPS school board policy to follow:

- [VEA/VPS Comprehensive Professional Agreement](#) **The Right to Academic Freedom and Controversial Issues** Articles 9.3 Parameters and 9.4 Responsibilities (page 64).

- [VPS School Board Policy 2020P](#) Procedures around curriculum adoption, course design, and parent/guardian instructional materials challenges.
- [VPS School Board Policy 2331](#) Controversial Issues.

Please contact your VEA building representative immediately if you need protection/advocacy or to address discipline concerns.

## VEA EXECUTIVE BOARD BLM AT SCHOOL ACTION STATEMENT

The VEA Executive Board adopted the following Action Statement to promote the Black Lives Matter at School Week of Action and Black History Month at their January meeting:

- A. Vancouver Education Association comes together with educators, parents, administrators and scholars from across the nation to promote the annual Black Lives Matter at School Week of Action to coincide with, and augment, Black History Month, starting with January 31st to February 4th.*
- B. The Black Lives Matter at School Week of Action is intended to highlight, uplift and affirm the rich history and contributions of the Black community and to cultivate in African American/Black students a sense of pride, self-worth, and self-love.*
- C. VEA joins the VEA Equity Team in a mission to empower educators and students to be actively anti-racist by dismantling systemic barriers and injustice in the VEA, our schools, our community, and our profession.*
- D. VEA joins the VEA Equity Team in acknowledging that painful racial inequities and injustices exist and persist in our community.*
- E. VEA joins the VEA Equity Team in striving for safe, welcoming and affirming schools for all educators, students, and families, inclusive of the Black, Indigenous, People of Color (BIPOC), LGBTQ2IA+, people with disabilities, people of all ages, people with any citizenship status or socioeconomic status and their intersectionalities.*
- F. The purpose of Black Lives Matter at School Week of Action will be to spark an ongoing movement of critical reflection and honest conversations in school communities for people of all ages to engage with issues of social justice.*
- G. VEA and the VEA Equity Team encourage our members to wear Black Lives Matter shirts to school that week and teach lessons that week about the school-to-prison-pipeline, Black immigrant youth, Black women empowerment, Black LGBTQ community, and Black history.*

## Help Celebrate Black History Month

Your VEA Equity Team and participants at a recent Drinks and Dialogue session have suggested the following resources that might assist you in acknowledging this week and further your work in social justice awareness and actions.

YouTube Video: [Alternative Names for Black Boys](#) by Danez Smith

Black Educator: <https://laneshatabb.com/>  
<https://www.teacherspayteachers.com/Store/Education-With-An-Apron>

TEDx Portland: [Lets stop talking about diversity and start working towards equity](#) Paloma Medina

YouTube Video: [How Four Educators Prepare for Conversations about Race and Racism in the Classroom](#)

## Double Check the Accuracy of your Personnel File!



Is your file correctly reflecting your qualifications and certifications? In compliance with Chapter 14 (Layoff, Leave, and Recall Procedures) of the VEA contract, watch for an email around January 31<sup>st</sup> from the district to all members

asking you to review your file to ensure that HR has your complete and accurate qualifications and certifications. **This is especially important for those of you with fewer than three years of experience.**

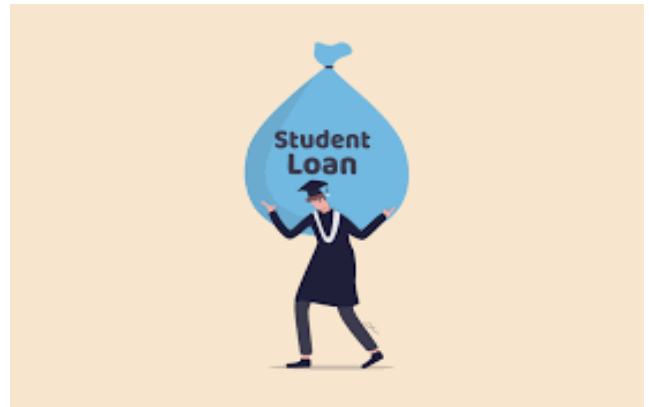
To assist with this review, the district typically attaches three documents to the email. The first is the VEA seniority list which includes only continuing and provisional contracts. As described in Chapter 14, this list is sorted first by the total number of years of documented service within the state of Washington then sorted by the total number of credits beyond a bachelor's degree.

The second document is a listing of current certifications and endorsements HR has on record. The third document is a FAQ sheet that HR has compiled based on frequently asked questions they receive. It is our hope that these documents will assist you in your file review.

Questions regarding the accuracy of your placement on these listings should be immediately directed to the district HR department. Article 14.7A states that **members must report any concerns/changes to HR no later than February 15<sup>th</sup>**. Let VEA know if you need advocacy around this topic.



## Need Relief from Student Debt?



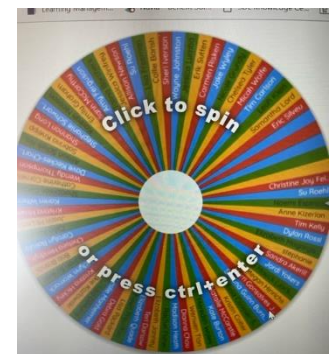
NEA Member Benefits are exclusive to members and include discounts above and beyond the norm. Get one year of Premium Access to the NEA Student Debt Navigator powered by SAVI? See if you are eligible for forgiveness or reduced payments! VEA is proud to present a seminar hosted by NEA Member Benefits that will take you through the process and answer your questions on Student Loan Forgiveness programs. As of October 2021 there have been some changes... see if your loan is now eligible and how previous payments may be allowed.

**Student Loan Forgiveness Tutorial, March 14<sup>th</sup> 4:30 pm via zoom.**

**[REGISTER TODAY](#)**

## California Casualty WINNERS!

Thank you for participating in the all member drawing hosted by California Casualty and NEA Member Benefits. The wheel landed on lucky winners Natalie McCarstle (Ogden), Wendy Thompson (Lake Shore) and Talina Borchers (Chinook). Who will receive \$50 gift cards delivered soon!



For members who opted to receive a car insurance quote, members receive a \$25 gift card as a thank you for asking. Please allow 6-8 weeks for delivery via email (watch your spam box). If it doesn't show up, please email Erica Reich at [ereich@calcas.com](mailto:ereich@calcas.com)



## Spreading the LOVE Member Gratitude Cards



VEA is grateful to YOU for your commitment, resolve, perseverance, and resilience in serving VPS students. It's your turn to share some gratitude with colleagues. The collector has been modified to allow for MORE than one response. All sentiments entered into [this survey](#) or QR code below by February 4<sup>th</sup> will be processed.



Use this QR code to share gratitude with your fellow members!

## 2022 WEA Human Civil Rights Conference – Education: From the Local to the Legislature – EVERYTHING is Political

### Keynote: April Sims

April Sims was elected Secretary Treasurer of the Washington State Labor Council, AFL-CIO by its affiliated unions in December 2018, beginning her four-year term on Jan. 5, 2019. She is the first woman of color and the first black person to be elected as a WSLC executive officer.



*The WEA HCR Leadership Conference is a grow your own union leadership development model to raise up historically marginalized people into positions of leadership in the WEA and NEA. Our public education story of racial justice and social justice stems from the 1964 merger of the American Teachers Association (Black educators union) and the National Education Association and the union policies and procedures to insure equal representation and leadership in a predominately white organization.*

After over four decades of collaboration, unifying ATA and NEA seemed like a natural next step, but when the idea was first introduced

in the 1940s, there was definite pushback. Some affiliates met the proposal with a lukewarm reception, while others remained adamant about staying separate. At the time, 16 states and the District of Columbia had separate Associations for Black and White teachers.

Between the 1940s and the 1960s, only four states merged racially segregated affiliates. In 1964, NEA delegates passed a resolution requiring racially segregated affiliates to merge, and two years later, at the Representative Assembly, NEA and ATA became one. President R. J. Martin, leader of the American Teachers Association (ATA), an organization representing teachers of color during the time of legal segregation, and Richard Batchelder, then-president of the National Education Association (NEA) sealed the merger with their signatures.

The HCR Leadership Conference is WEA's legacy to hold true to the 1964 merger by providing meaningful pathways for leadership development for members of color. Eliminating institutional racism begins with individuals using their leadership and positions of power to do the right thing. The 2022 WEA HCR Leadership participants will examine how to create a resilient culture of inclusion and equity in their leadership, union lead Inclusive Diversity Plans and policies while understanding the systems, departments and governance structures of the WEA Locals, Councils and the NEA.



### HCR Conference Registration Link:

<https://www.washingtonnea.org/home/events/type/sql/event/7102/>

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## Nominate Someone Making a Difference

The WEA Human and Civil Rights Committee is accepting nominations for individuals or groups who are involved in exceptional work in the areas of community service, cultural awareness, international peace and understanding, and student involvement in Washington state. [Nominations](#) are due by Friday March 4<sup>th</sup>. Recipients will be presented with a special Human Rights Award, a \$250 check and local/state recognition.

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## Updated! Professional Development List

VEA in collaboration with the district is proud to bring you a variety of WEA sponsored courses. Approved VPS courses will allow for payment via available individual PD funds. Some courses are still in process, so please Save the Date!

### February 9<sup>th</sup> Wed (3 hours): **Implicit Bias - LGBTQ Identities and Microaggressions** (District Course 8281)

- In this course, participants are introduced to implicit bias research, resources, and concepts, including microaggressions and micro-insults. During the other portion of this course, participants develop an understanding of [1] how our beliefs, values, and experiences inform implicit biases related to LGBTQ issues and [2] how our implicit biases and behaviors impact others (students, colleagues, families, etc.). Because student success is dependent on a sense of belonging, participants work on strategies to make the classroom and school system more inclusive. Participants will learn how to help provide students from the LGBTQ community a safe environment to learn with the goal of increasing student engagement and academic success.

### March 5<sup>th</sup> Sat (4 hours): **Implicit Bias - Interrupting Discrimination Against LGBTQ Communities** (District Course 8283)

- This research-based course for educators explores vocabulary to help educators understand gender terminology, binary gender systems, and student perspectives about their experiences as LGBTQ+ youth

### April 13<sup>th</sup> Wed (3 hours) **De-escalation strategies for Educators.** (Save the Date)

- Participants learn to recognize signs of a potential behavioral crisis and remediate before the event. In addition to exploring how their own behavior can effect the escalation cycle, participants discover and practice de-escalation techniques that recognize the importance of maintaining student dignity during behavior crises

### April 30<sup>th</sup> Sat (4 hours): **Implicit Bias - Using Restorative Justice Practices in Education** (Save the Date)

- The objective of this course is to create a space where educators can learn to understand the positive impact that restorative justice can play in building relationships and developing community with students daily. Educators will learn how restorative justice implementation can repair harms and restore relationships that could be jeopardized between students, peers, or other educators by participating in small group activities.

### May 7, Sat (6 hours): **Autism 101** (Save the date).

- This is an introductory course defining autism and characteristics of autism. This presentation introduces teaching strategies that can be implemented in a general education classroom as well as a special education classroom. Find out what we know about autism, review WAC definition of autism, review the diagnosis of autism, as well as strategies and interventions.

### May 21<sup>st</sup> Sat (6 hours): **Implicit Bias – Race & Ethnicity, Moving Past our Biases** (Save the New Date – Formerly scheduled for Jan 22)

- This research-based course for educators explores the difference between race and ethnicity through an analysis of definitions, real-world examples, group discussions, and collaborative work strategies. This course also examines the myths of race and how developing sustainable relationships can improve the outcomes of educator experiences with students, families, and peers.

## Certification Courses

(not applicable for PD funds)

[Register today](#) Understand the latest teacher certificate renewal requirements, policy changes, STEM renewal requirements, PGP basics, NBCT, OSPI eCert platform.

February 28<sup>th</sup> **Teacher Certification 101** (2 clock hours).

March 9<sup>th</sup> **ESA Certification 101** (2 clock hours). Also includes ESA Professional Growth needs.



## Do you Need STEM courses for certificate renewal?

WEA STEM professional learning now available! Clock hours at no cost which meet the STEM certificate renewal requirement.

<https://wea.mobi/3fsw3pn>

**Find out more and register for STEM courses:**

<https://www.washingtonea.org/pd/stem-certificate-renewal-requirement/>

## Recognizing our Special Educators

The January social was cancelled due to escalating COVID numbers. The focus of this social was to recognize our special educators. Members nominated colleagues for recognition via the RSVP link. VEA is working with the nominating members and building reps to publicly acknowledge these members in February!

## Lobby Day – February 21



WEA’s Lobby Day will occur virtually on February 21<sup>st</sup>. A team of VEA leaders and staff have appointments with legislators to emphasize the needs of our educators alongside the [WEA Legislative agenda](#). Please contact VEA, [Jesse Affeldt](#) or [Lynn Maiorca](#) (WEAPAC co-Chairs) if you have “real life” experiences they can emphasize during these discussions.

## Individual Contracts

*What is the difference between one-year, provisional and continuing contracts?*

Non-continuing, one-year contracts are offered to first year educators to balance with educators on leave. A district-wide balance is maintained in order to guarantee positions are available for educators when they return from leave. This fall, VEA noticed a substantial delta in the FTE numbers of those on a Leave of Absence and the issuance of One year Only contracts and advocated for a correction at the January school board meeting.

Provisional status includes three years of satisfactory performance in Washington Public Schools. A single year provisional contract is also noted if the educator new to Vancouver has had at least one-year of teaching experience in another Washington Public School. Following successful provisional status, contracts are converted to a continuing contract. Continued employment is based upon recommendations from the principal to candidate day and capacity to staff at the school or program. This year candidate day will be combined with the district career fairs (one in February and one in March with dates TBD).

## WEA-Retired Scholarships for Members

WEA-Retired Scholarships, in partnership with WEA-Retired, is offering up to ten \$1000 non-renewable scholarships for 2022. These scholarships are available for WEA members only. The application consists of three parts: 1) A cover sheet 2) A narrative based on questions for your classification and 3) A letter of recommendation. Please see the [WEA-Retired webpage](#) for the application.

Applications must be received no later than **March 10, 2022** (email or USPS) to: Bev at [barwentz@comcast.net](mailto:barwentz@comcast.net) or WEA-Retired Scholarships 51 SE Bayview Lane Shelton, WA 98584

2509 Broadway -- Vancouver, WA 98663 \* Phone 360-695-3397 -- FAX 360-694-8337

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