

Are You in the KNOW?



A couple of weeks ago I was sent an email from a teacher questioning the point of SLOs. This teacher wanted to know if there was anything that the Union could do to push back against SLOs being mandated by the county because of the amount of time it takes to complete them. My response to the teacher is below. This teacher suggested that I share it with the membership because it changed their perspective on why the SLO is better than the alternative...

*The state of Maryland determines the components for a **Teacher Evaluation**, which are Professional Practice and Student Growth. In regards to Professional Practice it chose to use the Charlotte Danielson framework for completing an observation on a teacher. In regards to the Student Growth component, originally the state wanted part of a teacher's evaluation to be based on student test scores from State Assessments, like the HSA. Teachers and unions both fought this together, that a score of a test that you/we/us don't write or have any control over, given to a student that you/we/us may not actually teach in our school or again have any control over how they come to school on the day of the test, etc. should not be a component of our Evaluation. Therefore, the data from your SLO is the accountability piece used to show student achievement.*

Then each county determines the weight of these components and develops a matrix for the overall Teacher Evaluation. So as much as teachers may think doing an SLO is a pain (and I completely understand the time it take to do this!), they really need to be thankful that the state allows this to measure Student Growth. Can you imagine what it would be like for 50% of your evaluation to be based on a Government HSA or an ELA PARCC exam, even though you don't personally teach those content areas? At least an SLO allows you to assess the content and the students you actually teach when measuring Student Growth.

Thursday, October 18th Two-Hour Early Dismissal SLO Development

This teacher worktime is on-site. There is no due date for SLOs, only an end date of May 3rd.

CEA has been receiving inquiries concerning *Personal Leave*, so I just wanted to highlight a couple of points from Article 15.1-15.3...

- A teacher planning to use *Personal Leave* should notify the principal in advance; but no reason for the request is required. Leave shall not be denied unless a substantial number of teachers have chosen the same day.
- Upon completion of 10 years with CCPS, unused *Personal Leave* shall be accrued up to five days. If you have more than five unused days, these days shall be added to Sick Leave.
- Tenured teachers, who have completed 10 years with CCPS, you shall be allowed to convert one day of Sick Leave per school year. This day may then be used as *Personal Leave* when all other *Personal Leave* has been exhausted.



If you have not received your **CEA Membership Discount Card**, please check with your Building Rep or contact me. All cards have been distributed and should be in our members' hands by now. CEA hopes that you are enjoying the discounts provided to you by local businesses throughout the county. Don't forget to thank them for their support-- the next time you visit their establishment.