

Washoe Education Association Monthly Newsletter

IN THIS ISSUE...

Contract Corner...pg. 3

Counselor's Connection...pg. 4

Nurse's Notes...pg. 5

Mark Your Calendar

September 6th

Wild Island Picnic
10:00 A.M. - 7:00 P.M.

September 24th

Membership Committee
WEA Office 4:30 P.M.

October 1st

Rep Council
WEA Office 4:30 P.M.

October 2nd

Retirement Seminar
WEA Office 4:30 P.M.

Wild Island Ticket Return Deadline

Return your unused Wild Island Water Park Tickets to the WEA Office by September 12th for a full refund. Tickets received after September 12th cannot be accepted. Tickets to the Indy Car Racetrack, the Coconut Bowl, Miniature Golf, and High Ballocity are valid through December of 2008, as these attractions are open year-round; however, if you wish to return these unused tickets you must bring them to us by September 12th.



WCSD-1

Warm, Connected, Safe, Dry

Ken Buhrmann / WEA President

In the next months leading up to the November elections, you will be hearing much about the ballot question WCSD-1. This question on the November ballot affects all students and education personnel in Washoe County School District. How? Well, here is the problem! Of the 92 schools in Washoe County, 20 are over 50 years old and of the remaining 72 schools, over half of those are 40 years old or older. A large number of our students attend schools with leaky roofs, cold and drafty rooms due to out-dated boilers, and inadequate heating and cooling systems; therefore, classrooms are either too cold in winter months or too hot during the other seasons of the year. In some schools doors do not lock from the inside, making it difficult for teachers to secure their

classrooms and keep students safe in the event of an emergency

Many, if not most, older schools are significantly lacking in the technology infrastructure available at newer schools. We can not expect our students to succeed in an inefficient learning environment. There are numerous examples given by teachers of conditions that make it nearly impossible to be an effective instructor. A teacher at Hug High School says that the HVAC system is so loud at their school that it makes it nearly impossible to have conversations in the classroom, let alone allow students to concentrate on their lessons. A teacher at Echo Loder Elementary complains of the same conditions of loud heating and cooling systems. Also, the plastic windows are so scratched that natural

Continued on page 2

New UniServ Director Announced

WEA is happy to welcome new UniServ Director Chuck Fletcher.

Chuck became active in the association very quickly after his arrival in Lyon County in 1981 serving as Grievance Chair, Negotiations Chair and Spokesperson, Vice President, President, and newsletter editor.

Chuck also was active in NSEA, serving on the NSEA Board of Directors for seven years, six as an elected member and one as the President of UCN (UniServ Council of Nevada). He also served as a member of the Nevada Commission on Professional Standards in Education for a total of six years, two of those as President,

and was honored to be on the board of the National Board for Professional Teaching Standard (NBPTS) for six years.

Having received numerous awards for his work for teachers and the associations as well as his service to music organizations, Chuck prefers to talk about what he can do now. He says the first few weeks have been filled more with helping with Summer Leadership Conference and a study of the details of the association, the district and how it operates and comes together than with actively representing members. He says he has no doubt that his calendar will "blossom" soon enough.

WCSD-1...

Continued from page 1

light can not pass through - plus the windows have neither noise elimination factors nor insulation. And finally a teacher at Veterans Elementary School states that the school is 62 years old and the windows "leak like a sieve, so we keep old towels in the window sills to absorb the water when it either rains or snows." It stands to reason that every child in the Washoe school system should have equal access to a quality learning environment. This requires not only an investment in resources like textbooks and teachers, but also an investment in facilities!

So what is the solution? WCSD-1 will raise the sales and use tax by 1/4 percent and the Governmental Services Tax (GST) for vehicle registration by 1/2 percent. This will provide enough bondable funds to raise approximately \$400 million that is needed to make our older and current schools safe and conducive to learning. The money collected will be used to replace basic physical components at our older schools. This means that the money raised will install energy-efficient windows, provide for asbestos abatement, and enhance school safety. It will update fire alarm systems, replace old and dangerous boiler systems, repair leaky

roofs, broken asphalt in school play grounds and public school parking lots. And, finally, the passage of this ballot question will up-grade all of the technological components and needs of the older Washoe County schools, bringing them up to par with all of the newer schools in the district.

What can you and WEA do to help insure the passage of WCSD-1 ballot question in November? Teachers need to speak out about the needs of their facilities and urge their friends and neighbors to support this ballot question. WEA will be setting up a neighborhood walking campaign in October. Teachers will be asked to walk the neighborhoods of their respective schools and leave literature at these households. All K-12 schools will be involved including school administrators and all administrators in the administration building. The elementary feeder schools will be the staging areas for this walk. After school, all elementary, middle, and high school personnel will meet at their respective elementary staging school to walk the area and pass out informational flyers asking for support and a vote for WCSD-1.

Finally, there is a web site available for individuals to go to for more information on the ballot question and examples of what WCSD-1 will accomplish if passed: yesonwcsd1.com. If this question is going to be successful, we need everyone to support it verbally, walk neighborhoods, and put signs in yards. It needs to be a joint effort of all education personnel and families with students in Washoe County schools. Remember: It is all about the students!

Summer Leadership Conference

By: Laurie Johns

Many members attended the WEA/UCN/NSEA 7th Annual Summer Leadership Conference this summer held at the Carson Valley Inn in Minden, July 30 – August 1, 2008. This conference was very informative, beneficial, and helpful to all that attended. Various issues were covered.

On the first day, there was information on PERS. The design change team met- which helped plan for NSEA's future. The Emerging ESP leaders met and there was a session called "The Principal Wants to See Me?" – This session provided an overview of what an association rep needs to know about an investigatory interview and his or her role as a rep.

On the second day, there was a session on RTI presented by The NEA IDEA Special Education Resource Cadre which covered the latest information and updates on RTI. Another session was on navigating the association. This session discussed the roles and relationships between NEA, NSEA and the local affiliate and how all entities are working for you. Another session was NEA member benefits. This session described all the benefits available to members and how to use them and then how to use that with member recruitment. Another was contract enforcement. This session

went over the negotiated agreement and emphasized that it's only as good as its enforcement. Next was effective representation in the workplace. This was a discussion to help site reps or members focus and become more effective as union advocates. Another session was on everything you needed to know, along with questions and concerns, addressing all aspects of financial planning. Then there was Politics 101. Here you learned why and how your association is involved in politics and how you can make a difference. Then there was parent involvement. This session was designed to assist with making schools more parent-friendly.

On the last day, there was a session on how to read a school district budget, which was helpful in finding ways to look at the budget and decipher things about it that may seem tricky. Another session was on what you will need to know about pre-retirement including health choices, social security and other necessary topics to consider. Another session was on legal trends, including an in-depth look at laws and issues affecting work sites. After all that, county meetings were held to discuss upcoming events and things going on locally.

As a new building rep this next school year, I personally found this

conference very helpful, informative and beneficial. I left the conference feeling better prepared and more confident about my duties this next school year. I feel I am better prepared to serve my members more effectively as a building rep. Anyone who wants to learn more about the association, brush up on your skills, or learn new information needs to come to this conference next time.

It's Fall - It Must be Allocations and Overages!!

Elaine Lancaster/Executive Director

On September 11th an allocations meeting will be held with key district personnel and the WEA. When those allocations are set, the principals will notify Human Resources by 4 P.M. on the 12th of any openings. They will at the same time notify staff of reductions and need to overage (if necessary). On September 15th the needs list will be e-mailed to principals and forwarded to teachers. At that time principals will seek volunteers for overage. If there are no volunteers, district wide seniority

will determine who is to be overaged. Principals will e-mail the names of the designated overage teacher(s) to Jodi Wycoff as soon as possible. The Overage Teacher Preference form will be e-mailed directly to the designated teacher. Overage Teacher Preference Forms are due in Human Resources by 4 P.M. on the 15th and will then be e-mailed to the principals of those schools. Principal preference forms are due back in to Human Resources by September 18th at 4 P.M. In order for a principal to name a preference he/she MUST have interviewed or observed

the teacher. On September 19th an Overage Teacher Placement Meeting will take place. Once again WEA will be at the table to ensure the procedure is followed properly. September 22nd is moving day and September 23rd is the first day of instruction at the new school site.

We at WEA realize what a disconcerting process this can be and will do everything we can to help. Please do not hesitate to call or e-mail with any questions or concerns. Don't wait till the last minute to contact us!!

Contract Corner - Contract Evaluations

Chuck Fletcher / UniServ Director

It's September and it's evaluation time! Here's all the information that you'll need to make the experience a successful one. The number of evaluations are different for Probationary and Post Probationary teachers - here is what you can expect.

"Probationary" teachers are teachers new to Nevada. Probationary teachers have three (3) evaluations that must be completed by December 1, February 1, and April 1. If these evaluations are at least "satisfactory" in the first year of probationary status, the teacher will be granted post probationary status. Once the teacher becomes **"Post Probationary,"** only one performance evaluation per year is received no later than April 1.

Much of the WCSD evaluation procedure places a lot of responsibilities to meet timelines on the principals. If this process is not happening in a timely manner, please contact WEA!

By the end of the first month of the school year, the administrator needs to conduct a staff meeting to explain, review and answer questions on the process. They are also expected to emphasize that evaluations are "done with, not to, the teacher." In this spirit, the "major/minor evaluation cycle" is a three year cycle of one major and two minor with the major covering two domains and the minor covering just one. On the major, the teacher may choose one of the domains. With each teacher INDIVIDUALLY,

the administrator will:

1. Identify the major/minor cycle
2. Identify potential focus domains with input from the teacher
3. Have each teacher conduct the self-evaluation prior to a goal-setting meeting

By the end of the second month of the school year, the administrator will:

1. Meet with each teacher to discuss goal setting
2. Establish the observation schedule for each teacher

Next is the Pre-Observation Conference. This conference is held within five work days prior to the actual observation to establish goals from the domains to be used for the observation.

For the Observation itself, a formal, structured classroom observation is required. Additional sources of data may be used (e.g. "walkthroughs," PLC meetings, department meetings, etc.). However, they all must have been "observed." Observations must be a minimum of 60 minutes with 45 consecutive minutes for probationary teachers and 30 consecutive minutes for post probationary.

The Post-observation Conference must be held within five (5) work days after the observation. At this meeting, the administrator's documentation from the observation must be provided to the teacher. "A formal conference will be held after each classroom visit with

an emphasis on the observed behaviors of students, particularly as they relate to areas targeted in the pre-observation conference."

The Written Evaluation is then to be drafted by the administrator with a copy personally and confidentially delivered to the teacher prior to the final evaluation meeting. In this case "final" applies to the Probationary teacher as they have three evaluations. The Written Evaluation should:

1. Include a narrative that provides a description of the observation data
2. Include recommendations and commendations including acknowledgement of progress made
3. Be reviewed and signed in a face-to-face conference with the administrator
4. Be submitted to Human Resources by the administrator for inclusion in the teacher's personnel file.

Should you not agree with all or part of the evaluation, or have a problem with the items included as documentation, WEA will assist you in responding to your evaluation!

Evaluations are the cause of much fear and trepidation to some educators. Understanding the process and intentions should help to ease these feelings, and if that doesn't do the trick, WEA is ready to help you with any questions or misgivings.

Counselor's Connection

Katie Swanson / School Counselor

Several counselors from the Nevada School Counselor Association (NvSCA) enjoyed a great conference put on by the Nevada Association of Career and Technical Educators (NACTE). The conference, held at the Horizon Hotel on the south shore of Lake Tahoe, was well run and highly educational. As counselors it is important to attend these conferences because of the role we play in helping parents and students understand all the opportunities they have in their education. The better we

understand what a subject has to offer, the better we are at guiding students in their academic choices.

Personally I learned a great deal at this conference about technology and rigor & relevance in applied subjects. I learned how students in CTE courses have a higher graduation rate and a higher rate of passing the math and reading proficiency exams. (The data on this is available from the State Department of Education.) I was also struck by the amazing ways in which

technology affects student learning. I thought I was up to date on the trends in technology, but apparently not.

I have had a great summer attending conferences and I am now in the process of planning the NvSCA professional conference scheduled for February 6th, 7th and 8th. I spent as much time at these conferences learning about how the conference was run as I did about the subject. If you are interested in the activities of the NvSCA, visit our web site at www.nvsca.org.



THE EDUCATORS TOOLBOX

By: Laurie Johns

Response to Intervention (RTI) has been a hot topic within our school system. It refers to a multi-step process of providing interventions and supports to students struggling with academics and behaviors. This process focuses on how well students respond to changes in instruction. What is it and what does it look like?

It is high quality, research-based instruction and behavioral support provided in the general education setting. There is universal screening of academics and behavior in order to determine which students need closer monitoring or additional interventions. It consists of multiple tiers of instructional strategies that are progressively more intensive and are matched to student needs. School staff must use a collaborative approach in developing, implementing and monitoring these interventions. Teachers then provide continuous monitoring of student performance using objective data to determine if students are meeting their goals or not. Follow up measures are then put into place. Student progress monitoring data is used to shape instruction and parent involvement is needed throughout the entire process.

OK, Laurie, I've heard all about this and know all about it. How is this article going to help me?

Well, after attending our WEA Leadership Conference this summer,

I attended a class specifically on RTI presented by the NEA IDEA Special Education Resource Cadre and was provided many online resources on RTI. The information I have for you was provided by Sharon R Schultz ©January 2008.

Check these sites frequently for the latest information on RTI:

www.rti4success.org,
www.centeroninstruction.org/
www.ed.gov/about/contacts/gen/othersites/compcenters.html.

These sites provide overall strategies and issues related to RTI:
www.crsllc.org/pdfs/Chapter%204.pdf,
www.interventioncentral.org.

These sites provide content area specific strategies on RTI:

READING:

www.corelearn.com,
www.centeroninstruction.org/resources.cfm?category=reading&subcategory=&grade_start=&grade_end=

WRITING:

www.ericdigests.org/pre-9218/across.htm,
www.ncte.org/prog/writing/research?source=gsh

MATH:

www.centeroninstruction.org/resources.cfm?category=math&subcategory=&grade_start=&grade_end=
www.learningtogether.com/documents/STRATEGIES_MATH.pdf,
www.w-w-c.org

BEHAVIOR:

www.pbis.org

ENGLISH LANGUAGE LEARNERS:

www.centeroninstruction.org/resources.cfm?category=ell&subcategory=&grade_start=&grade_end=

If you have time and can open these links I hope they are useful and helpful to you. If you can't access them I apologize. You can probably also GOOGLE "response to intervention strategies" and see what else comes up.

The main idea here was to provide you some information on RTI and sites to use for help if you need additional strategies to use, have wracked your brain, met with your team members and are still trying to find ways to best meet the needs of your struggling children.

As we get back into this new school year as usual I'm asking for your help with this ongoing project. If you have a website you absolutely love, you totally can't live without, you use daily in your classroom, and you want to share your other teachers please e-mail me at 2schues@gmail.com. In the subject area please write "educator tool box" so I don't accidentally delete you. Also provide me with your name and school site so I can credit you for the find! Until next time, happy web surfing.

Nurse's "Snippet" Notes

Sharon G. Freier / RN

from NASN

Here are some interesting information and websites that maybe helpful to you and our parents:

School-Based Physical Education Resource Available

Partnership for Prevention(R) and CDC have developed an evidence-based tool to help schools enhance PE classes. Links to tools and resources, tips for implementation and overcoming

NSEA Organizer

Have you noticed that this is an election year? Did you know we have the ability to elect four friends to the school district's Board of Trustees? That's where I can help! I can help answer those important questions that you or your staff members have, such as: 'Where do I get a yard sign?' or 'Why did NSEA endorse THAT candidate?' I would like to visit your schools to say thank you for your membership. Most importantly I BRING FOOD. I am available for school visits on Tuesday, Wednesday, and Thursday. I would be happy to bring coffee, juice and goodies before school, or soda, chips, and desserts for a lunchtime visit. Or if you prefer after school we will enjoy milk and cookies while we socialize. Last if you would like to talk politics or want to become more involved in this extremely important election please call or email me.

Dawn Miller 775-741-0486 - nseadmiller@gmail.com

potential obstacles, suggested resource needs, and questions and potential data sources for evaluation planning are included. To download or to order this tool: <http://www.prevent.org/actionguides/SchoolPE>.

Free Succeeding at School With ADHD Booklet Available

In this free expert booklet, ADDitude magazine has assembled its best academic resources including a back-to-school checklist for parents, a sample letter introducing your child to new teachers, daytime medication guidelines, and learning strategies for students with attention-deficit disorder and learning disabilities. For free booklet: <http://www.additudemag.com/RCLP/sub/2728.html>.

Keeping Children Safe on the Internet: Guidelines for Parents

The National Association of School Psychologists offers many free and low cost resources, programs, and services including this one at: http://www.nasponline.org/publications/cq/cq342internetsafety_ho.aspx

Study: Restaurant Kids' Meals Loaded With Calories

By Joan Lowy

Parents looking for healthy meal choices for their children are likely to find slim pickings on the menus of the nation's top restaurant chains, according to a report released Monday by a nonprofit public health group. Nearly every possible combination of the children's meals at Kentucky Fried Chicken, Taco Bell, Sonic, Jack in the Box, and Chick-fil-A

are too high in calories, the report by the Center for Science in the Public Interest said. To read: http://news.yahoo.com/s/ap/20080804/ap_on_re_us/kids_meals. Copyright 2008, The Associated Press

Tug of War in Food Marketing to Children

By Stephanie Clifford

The Federal Trade Commission issued a report Tuesday detailing the pervasiveness of food marketing to children, and a coalition of food companies responded with its own report arguing they had made progress on the issue by self-policing. The F.T.C.'s report was conducted as part of a Congressional inquiry into rising childhood obesity rates. It found that food companies had spent \$1.6 billion to market their products to children and teenagers in 2006. To read: <http://www.nytimes.com/2008/07/30/business/media/30adco.html>. Copyright 2008, The New York Times Company

A Bill to Regulate Tobacco Products Passed the House NASN is supportive of showing our Nation's youth that the Federal Government is serious about limiting marketing and sales of tobacco products to children. At the end of July, HR 1108 passed the House and now NASN has joined other advocates on working for passage in the Senate before the end of this Congress. For more information:

https://www.nasn.org/Portals/0/legislation/2008_07_30_CQ_tobacco_vote.pdf.

WEA Endorsed Washoe County School Board Candidates:

Celana Wasson - District A / Ken Grein - District D
Denny Martindale - District E / Barbara McLaury - District G



Membership Pays...

Countless discounts on services and products are available to WEA members – come by our office and start saving on:

- Movie Tickets – discount movie tickets**
- Wild Island Tickets - \$16**
- Ski Tickets – 25% off**

In addition, your NSEA Membership Access card gives you the opportunity to print coupons for many discounts at businesses in Washoe County. Just go to the “Members Only” section of www.nsea-nv.org, enter your NSEA Access Card number, and you’ll be on your way to stellar savings on everything from pizza to portraits and tax prep to tire changes. You will also find discounts for local attractions including Animal Ark, Fleischmann Planetarium, and the Pioneer Center for the Performing Arts.

Welcome New Members

Carissa Hoover	Smithridge	Katie Warren	Corbett
Jamesina Metzker	Mathews	Wendy Mulligan	Bennett
Sara Williams	Damonte Ranch	Andrew Floyd	Damonte Ranch
Lisa Taylor	Alice Smith	Scott Kinney	Hug
Erica Scott	Duncan	Alisha Gaynor	Spanish Springs ES
Jennifer Herrington	Lemming Valley	Anne Lutz	Lincoln Park
Nakea French	Booth	Christine Williamson	Towles
Traci Sachilone	McQueen	Gary Sue Roberts	O’Brien
Lisa Bartoli	Smithridge	Elizabeth Neuman	Donner Springs
Lesley Pace	Spanish Springs ES	Jeffrey Groh	Clayton
Jeremy Gabbard	Loder	Monet Papatuidis	North Valleys
Chelsea Brittenham	Stead	Kristin Varness	Vaughn
Allyson Spacek	Billingshurst	Amy Coombs	North Valleys
Constance Fraser	Loder	Koni Fujiwara	Greenbrae
Corrine McKenzie	Lemmon Valley	Lori-Anne Ogden	Hunsberger
Tiffany Ward	North Valleys	Cheryl Valcarce	Vaughn
Chrystal Thayer	Bennett	Ellen Townsend	Damonte Ranch
Cheri Osborn	Duncan	Geoffrey Artis	Hunsberger
Scott Clark	McQueen	Erin Parker	Swope
Ashley Monnin	Loder	Misty Larsen	Bennett
Sandy Ortiz	Maxwell	Lori Weaver	Pine
Lisa Hahner	Sun Valley	Jennifer Vega	Lincoln Park
Dana Hardt	Loder	Michael Keith	Corbett
Ann Mackey	Allen	Amanda Stulock	Alice Smith
Jessica Holt	Cannan	Kelly Wilson	Loder
Chantal Lee-Dibble	Hunsberger	Chris Moll	O’Brien
Kristin Flynn	Mitchell	Erika Kennedy	O’Brien
Jolynn Becker	Cold Springs	Holly Tretten	Clayton
Christina Scheel Snider	Shaw	Laura Christy Kurtzweg	Winnemucca
Timothy Woodside	Wooster	Leo O’Brien	North Valleys
Stacy Jaramillo	Alicer Smith	Valerie Bishop	Palmer
Scott Bartlett	Hidden Valley	Austin Olson	Turnint Point
Leslie Shepard	Mathews	Wendy Beedle	Huffaker
Gina Derryman	Allen	Ferol Bonalson	Taylor
Shelly Ichord	Sepulveda	Walter Tovar	Booth
John Bonham	Reed	Dustin Beil	Winnemucca
Shannon Devereaux	Reed	Leona Cameron	Whitehead
Leigh Metcalfe	Reed	Cynthia Jones	Lincoln Park
Teresa Torgerson	Pine	Rosita Ollerton	O’Brien
Ty Gregg	North Valleys	Carolyn Gourlie	Swope
Angela Morgan	Lincoln Park	Carol Yparraguirre	Whitehead
Sarah Peterson	Hug	Izaak Wierman	Spanish Springs HS
Kelly Cantrell	Hug	Jonathan Zittel	Wooster
Kiersten Taylor	Dilworth	Katherine Hoffman	Palmer
Kara Concha Kahl	Beck	Melissa Carson	Galena
Amanda Koehn	Allen	Stephanie Walker	Billingshurst
Sandi Emm	Natchez	Heather Thym	Donner Springs
Megan Gonzalez	Sparks MS	Lydia Griffin	Cold Springs
Thurma Watkins Jr	McQueen	Heidi Hubbard	Allen
Shaun Taylor	Swope	Cynthia Kimball	Hug
Elyse Smith	Smithridge	Megan Delossantos	Whitehead
Rebecca Juell	Juniper	Suzann Pauly	North Valleys
Courtney Sego	Drake	Heather Ewers	Palmer
Michelle Houk	Melton	Stacey Black	Gerlach
Gretchen Richter	Westergard	Gwendolyn Weber	Hug
David Brouse	Cold Springs	Janet Simon	Hug
Erin Danielsen	Wooster	Patricia Newbrough	North Valleys
Joel Hurley	Cold Springs	Janet Groff	Incline HS
Barbara Snelgrave	Hunsberger	Karen Gold	Greenbrae
Brenda Bell	Juniper	Jasper Remaley	Swope
Lori Woodman	Smithridge	Eian Gilbert	Hug
Cristal Cisneros	Allen	Timothy Reynolds	North Valleys
John Oldenburg	Picollo	Rosemarie De La Torre	Natchez
Brandy Reichardt	Allen	Pilar Crooks	Smithridge
Ruth Kareck	Allen	Amanda Schlatter	Hunsberger
Mary Barkley	Corbett		



WASHOE EDUCATION ASSOCIATION

1890 Donald Street, Suite A
Reno, Nevada 89502
828-9282 Fax: 828-6748

Ken Buhrmann President
 Dana Galvin Vice-President
 Elaine Lancaster Executive Director
 Chuck Fletcher UniServ Director



Susan Pittman Publication Desgin
 Registered Ink Printing

Registered Ink is a
 proud supporter of education in
 Washoe County

weatoday.org

WEA Today is published nine times per year to inform, educate and entertain the members of Washoe Education Association. We urge readers to write letters to the editor on matters of concern. Letters should be mailed to WEA Today Editor at 1890 Donald Street, Reno, NV. 89502. All letters must be signed and include phone number; however, anonymity will be granted if deemed necessary. We reserve the right to edit for length or libelous comments. It would be appreciated if letters were typed, but neatly handwritten copies are accepted.

Advertising

Size and rate information is available by contacting the Editor at (775) 828-9282. Acceptance of advertising is at the sole discretion of WEA and staff. We reserve the right to refuse advertising not deemed appropriate for this publication.