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Solidarity!

MMSD/MTI to Pilot Educator Effectiveness Teacher Evaluation Process in 2012-13

Major changes to the manner in which teachers are evaluated in Wisconsin are on the horizon. The criteria for teacher evaluation which was **first negotiated by MTI during a 1976 strike** will be replaced effective with the 2014-15 school year by a **state-mandated system and criteria**. Driven by President Obama's "Race to the Top" initiative, teacher evaluation procedures are changing from those which relied primarily upon locally-developed evaluation procedures based on principal observations to state-mandated procedures requiring the inclusion of student test scores in the evaluation of teaching staff. *The "Wisconsin Framework for Educational Effectiveness" is the new process required to be utilized by Wisconsin schools commencing with the 2014-15 school year.* This new evaluation model will base teacher evaluations 50% on "models of practice" and 50% on "student outcomes". A summary of this model can be found at the DPI website at <http://www.dpi.wi.gov/tepd/edueff.html>.

In preparation for the 2014-15 implementation of the new evaluation model, DPI will be piloting the program with select school districts during the 2012-13 school year. Feedback from that pilot will then be utilized for modifications for a state-wide pilot in 2013-14. Feedback from that effort will then be used to tweak some more before full implementation.

The MMSD and MTI have agreed to have Madison participate as one of the pilot districts this school year. *This does not mean that MTI is supportive of the model as currently designed.* There are elements to the plan which certainly present concerns to many educators, especially in light of dramatic eliminations of contractual protections **caused by Act 10**. However, given the current political landscape, both at the State and Federal level, this may very well be the plan we will have to work with in the foreseeable future. **The MTI Board of Directors concluded that it was better to participate in the pilot and offer feedback than leave that to others, provided:** 1) *that MTI had a say in selecting which schools participate in the pilot;* 2) *that teacher participation in the pilot be entirely voluntary;* and 3) *that the pilot will only be used to provide feedback to DPI, the MMSD and MTI and will not be utilized to evaluate staff during the pilot period.* The District agreed to these provisions (the latter two of which are also mandated by DPI as part of the pilot).

The school selected to participate in the pilot is **Black Hawk Middle School**. The Principal has been notified and volunteers have been selected to participate. The school team will include two to three teachers who have agreed to be "evaluated" (one of whom is required to be an initial educator); one peer mentor to do informal observations and offer coaching and feedback to teachers (whose work is essentially to support the development and expertise of the teacher without doing any formal observation); and the principal who will be conducting the formal observations and the evaluation. The participants will be required to attend a three (3) day DPI training October 8-10, with two more training days to be scheduled later in the year. Participants will also be asked to attend a couple of meetings with MMSD and MTI staff along the way to provide feedback to MMSD/MTI as well.

By participating, we are hopeful that the experience and feedback provided by the participants will be utilized to make any necessary modifications to the planned evaluation system so that it can deliver on its promise to fairly and accurately measure teacher effectiveness. If not, the experience will inform our concerns and critiques.

EA-MTI, SSA-MTI & SEE-MTI Members

General Membership Meetings September 19 & October 3

Wondering What's Happening with Your Union in the Wake of the Walker Law? In 2011, Governor Walker and GOP legislators passed Act 10 which dramatically altered public employment in Wisconsin by drastically amending the public sector bargaining laws as they had been developed over the past 53 years. While the extension of MTI's various Collective Bargaining Agreements through June 2013 have temporarily forestalled the full impact of Act 10, **ALL MTI members**, including clerical-technical employees (SEE-MTI), educational assistants (EA-MTI) and school security assistants (SSA-MTI), **are already experiencing some of the effects of Act 10, such as a 5.8% reduction in take-home pay due to the employee WRS contribution.**

What lies ahead and what can we do collectively to prepare for it? Attend your Union meetings and be part of the discussion. **You have a voice, make it heard!**

EA-MTI & SSA-MTI
September 19, 4:15 p.m.,
United Way (2059 Atwood Ave.)

SEE-MTI
October 3, 4:30 p.m.
Labor Temple (1602 S. Park St.)



Our Union Makes Us Strong!

MTI's web page - www.madisonteachers.org
MTI's email - MTI@madisonteachers.org

Beware! It's Not Your Computer

When the District installed its computer system, management told staff, *"Use it as your own!"* Most District employees did so. However, **MTI WARNS, USE IT AS YOUR OWN NO MORE!**

One must assume that District management will review everything one writes or accesses on a District owned computer. **Snoops!** The District has a forensic software program which enables District management to review every stroke made on every District computer, every web-site visited, no matter how long ago, no matter the time of day. This includes *what you access on your home computer* if you access it using a District computer. As a result of requests by the public, under Wisconsin's Open Records Law, MMSD archives **ALL emails and research** (web-sites accessed) performed on District computers.

MTI Discounts On-Line: WPS Bank & AAA

The MTI Discount Brochure is available on-line and is located on MTI's website (www.madisonteachers.org). This gives advertisers more flexibility throughout the year to continuously update discount opportunities for MTI members and be a bit more "green". By reducing MTI's cost of printing, we have been able to decrease the cost to the advertisers which we hope the savings to be passed on to you in their offers and encourage interest of more advertisers in providing discounts.

WPS Bank, which opened in January 2009, has offered significant banking advantages to MTI members; and **AAA** provides discounted membership for MTI members.

"Back to School" Night

Although District management cannot unilaterally extend work hours for teachers, or direct members of MTI's "teacher" bargaining unit to attend Open House/Back to School Night, MTI suggests attendance. Participation is good public relations and will likely result in good will with your students' parents. Similarly, teachers cannot be directed to attend any other after school functions, such as PTO/PTA.

Keep MTI Updated on Changes

Please call, write or email MTI if you have a change in name, home address, home email address, telephone number, work location, certification, or hours of work. Having this information allows MTI to serve you better, both personally and contractually.

Christina Stafslie Charity Golf Outing September 28

Teachers at La Follette High School have organized the 9th **Annual Christina Stafslie Charity Golf Outing** to honor the memory of their colleague and former LaFollette math teacher. The event will be held at the Monona Municipal Golf Course on Friday, September 28, 4:00 p.m. Proceeds from the tournament will go to the **Christina Stafslie Scholarship Fund** which is awarded to a deserving La Follette student. Details can be obtained from La Follette teacher Ted Ryan (tryan@madison.k12.wi.us or 204-3574).

Why Einstein Joined the Union

"I consider it important, indeed urgently necessary, for intellectual workers to get together, both to protect their own economic status and, also, generally speaking, to secure their influence in the political field." Albert Einstein joined the American Federation of Teachers, Local 522, at Princeton University, in 1938.

Calendar of Events



- **Monday, Sept. 17, 4:15 p.m., MTI**
MTI Board/Bargaining Committee
- **Tuesday, September 18, 4:15 p.m., SCFL**
MTI Faculty Representative Council
- **Wednesday, September 19, 4:15 p.m., United Way**
EA-MTI General Membership Meeting
- **Wednesday, October 3, 4:30 p.m., Labor Temple**
SEE-MTI General Membership Meeting

As a show of **SOLIDARITY**,
WEAR MTI RED
every **MONDAY!**