

# AEA NEWS



## Recertification

Superintendent Schafer sent an email through Lynette regarding recertification deadlines that affect many of us this year. You may find the link on our website or go directly to:

[www.doe.mass.edu/recert](http://www.doe.mass.edu/recert)

## RETELL/SEI

Although our plates are full with the new eval system, RETELL is on the horizon. For more information, these links are on our website or go directly to:

MTA:

[www.massteacher.org/retell](http://www.massteacher.org/retell) or

Department of Elementary and Secondary Education (DESE) at:

[www.doe.mass.edu/retell/](http://www.doe.mass.edu/retell/)

## Contracts

Both Unit A & B contracts are posted on our website.

(see bottom of newsletter)

## Teacher Evaluation

The new Teacher Evaluation System continues to occupy much of our time this year at every level. Although there have been numerous technical glitches, the Joint Labor/Management Team meets regularly to discuss issues as they arise and continues working on refining what is agreed by all to be a “work in progress”. If you have questions, comments, concerns or suggestions for improvements to the process, please forward them to us so that we can address them at our next meeting.

**DDM's** - We know there has not been much guidance here, but there is not much available. Even Race to the Top Districts are still struggling with these. Best advice is to keep them broad and manageable for now and we will see them evolve over time. **TIP** - For people on 1 year plans, think ahead as to how your new goals for next year will tie into your DDM's.

**EVIDENCE** - As with DDM's, keep it simple. More does not necessarily mean better here. Your evidence should demonstrate relevance, depth and rigor. There are places on Baseline Edge to link your evidence to each Standard and Indicator, as well as to provide a description without having to write an additional lengthy reflection or summary (which you are not obligated to provide). **TIP** - Select and upload individual pieces that fulfill both a Standard *and* your Professional and/or Student Goals.

### Evidence Deadlines:

- One Year Plans: April 20th
- Two Year Plans: May 1st (of year one)

We truly are in this together, but your continued vigilance will assure that this stays true to its intention of serving as an improvement model for teaching and learning. When in doubt, ask. Have the discussion with your evaluator, and if not satisfied with something, contact your Building Rep.

*Have an idea to share related to the new evaluation system or a helpful "teacher tip"?*

Email Steve Shannon to have it included in our next newsletter and on our website.

**Not receiving AEA emails?**

Email Jessica Kinsman:  
[aea02351@gmail.com](mailto:aea02351@gmail.com)  
to be added to our mailing list

**Next E-Board Meeting:**  
March 10th, 3:30  
Room 207 @ AHS  
All are welcome!

***Know your contract!***

Building Reps and Officers can assist you, but **you** need to know what the terms and conditions of your employment are.

Be your own advocate. We cannot help in a situation if we are unaware there is a problem.



*On March 3rd, Jessica will be bringing High School students to read to classrooms at the elementary levels. Take advantage of this great opportunity to encourage reading across the district!*

*Contact Jessica Kinsman to sign your class up.*

Center School	8:20-8:50 8:50-9:20
Beaver Brook	9:30-10:00 10:00-10:30 10:30-11:00
Woodsdale	11:15-11:45 11:45-12:20 Lunch 12:25-12:55
Center School	1:10-1:40

**Contract vs. Volunteering**

We all know that we go above and beyond our contractual work day for many reasons, including helping students, otherwise we would never get done everything the job requires of us. Often times, however, we accept added responsibilities for fear of being labeled as not being a "team player". The contract exists in part to prevent the employer from adding to your workload or changing your working conditions without properly bargaining them.

We are not saying "don't volunteer". There is a distinction between you offering and an administrator asking or telling. But you do have the right to say "no thank you" if it is voluntary beyond the contractual day without fear of reprisal.

**The law and your contract protect both *PTS & NPTS employees in Units A & B.***

Contact your building rep if any of the following has happened to you:

- You feel the contract has been violated
- You've been asked or told to work beyond contractual time
- You've been asked or told to do something you don't believe is part of your job
- You feel you've been pressured or threatened into doing something you're not comfortable with or that is not part of your job
- You feel there may be or has been retaliation for not doing something that is not part of your job (e.g.: volunteering for a committee, chaperoning, additional paperwork, running a club)
- You feel disciplinary action might occur as a result of saying no