

LVEA TODAY



J-5 Task Force

Last school year, LVEA and the District jointly formed the J-5 Task Force to plan J-5 (Journeys* and Kindergarten through 5th grade) Staff Development for the June and October SDDs. The survey results suggest that most employees found these days to be very productive. We want to continue using the J-5 Task Force to plan further Staff Development for the elementary grade levels. We really appreciate the hard work the J5 Task Force did for the SD days!

LVEA feels that teacher Staff Development should be planned by our teachers. Common Core has suggested many new and creative approaches to teaching students. It has also created a ton of new work for our members along with lots of uncertainty and frustration. This task force is made up exclusively of J-5 teachers from all elementary schools and grade levels. It is Co-Chaired by the dynamic duo of Enid Stag of Yerba Buena and Jessica Kiernan, the Principal of Willow Elementary. This task force is charged with truly listening to the Staff Development needs of our elementary teachers and forging a plan to maximize their instructional preparedness as they tackle Common Core. This task force will also focus on setting up a database of Common Core instructional materials, so teachers will have fewer lessons to create from scratch.

**Journeys is the LVUSD term for transitional kindergarten*

Proposed LVEA Electronic Survey/Voting system

At our October Rep Council Meeting, LVEA leadership was asked to conduct research on electronic surveys and voting. This proposal would end paper surveys and ballots for LVEA members. Full service (CTA approved) options that handle survey/ballot set-up, communication emails to all members, reminder emails and result analysis are very expensive; however, it's fairly cost effective (but more time consuming for LVEA leadership) to lease software access

from an outside (CTA approved) vendor and manage the survey/election in-house. We conducted a demo survey with our Rep Council members last month and will present the results at our January Rep Council meeting. In the past, we've always conducted some surveys and all election ballots manually (i.e. paper ballots/surveys). An example is our recent ratification ballot to approve our 4% raise that was conducted manually with paper ballots. These manual votes and surveys are inefficient and very time consuming. While we have used SurveyMonkey for some surveys, it doesn't work for ratification votes and elections because it does not ensure one vote per member. A CTA approved electronic survey/voting system would be more efficient and accurate. It would also ensure privacy for all voters and those completing a survey and would ensure that each member gets only one vote or entry to a survey – more information will follow if this proposal is approved by Rep Council in January.

LVEA Executive Board

Craig Hochhaus, President
LasVirgenesEA@gmail.com
(805) 402-7347

Jeremy Janton, WES, Vice-President

Pat Brooks, AHS, Treasurer

Carrie McClellan, AHS, Corresponding Secretary

Diane McEvoy, CHS, Recording Secretary

Kathy Heukrodt, CHS, High School Liaison
LVEAhsvoice@gmail.com

Mike, LaFrenz, LCMS, Middle School Liaison
LVEAmsvoice@gmail.com

Vacant, Elementary Liaison
LVEAelemvoice@gmail.com

Joanne Kress, WOES, Bargaining Chair

Jake Anderson, CTA Staff
janderson@cta.org
(818) 309-7206

Las Virgenes Educators Association

100 E Thousand Oaks Blvd, #124
Thousand Oaks, CA 91360
(P) (805) 497-8220
(F) (805) 497-1458
(W) www.lveateachers.com

LVEA/District to hold joint training for Reps and site administrators

LVEA Site Reps and Site Administrators will be jointly trained this Monday, December 15 on holding Site Roundtables and properly implementing the progressive discipline article of our contract. As we've previously reported, ALL sites are encouraged to have regularly scheduled Roundtable discussions that consist of administration and site leaders. They provide a safe, productive and proactive forum to resolve issues and plan for the future. In addition to your Site Reps, other leaders from your site are encouraged to attend and participate in this process.

Progressive Discipline is a topic that really needs to be reviewed and discussed yearly. If administrators have a concern with one of our members, they must follow the following process as outlined in our contract:

- 15.2 The District retains the right to discipline unit members for just cause. If appropriate, progressive discipline shall be followed in cases of disciplinary action. The following steps shall ordinarily be utilized; however, the process may be initiated at any level if, in the opinion of the supervisor, such action is warranted:
 - 15.2.1 Identification of problem or unacceptable behavior and verbal reprimand, if appropriate.
 - 15.2.2 Written warning not placed in personnel file.
 - 15.2.3 Written reprimand in personnel file with notice of future possibility of appropriate intermediate discipline.
 - 15.2.4 Appropriate intermediate discipline which may include, but is not necessarily limited to, suspension with pay or suspension without pay for a period as specified in the Education Code.

LVEA encourages that the first step (15.2.1) be followed up with an email from administration to provide documentation for both the administrator and employee. Proper adherence to these contractual steps is essential to fair and productive labor-management relations.

Workers' Comp:

Most of our members don't think about Workers' Comp until they get hurt on the job. Don't let this be you - plan ahead! Over the last few years, LVEA leaders have had to represent several teachers with workers' comp (WC) issues. Most of the time we are getting called in after the situation has gotten so bad the LVEA member can't stand it anymore. Please use the following tips to ensure your rights are being protected:

- 1) You can get YOUR doctor to be your WC doctor. There is a form he/she needs to fill out (go to LVEA's website "documents page" at http://lveateachers.com/?page_id=14 and click on Workmans Comp form) that allows him/her to be your primary care giver through the WC process. If you do not have this form filled out, you will be assigned a doctor by the district. This form must be filled out and on file PRIOR to any injury.
- 2) Fill out an incident report when you get hurt at work. If you don't do this, you will not be covered by the WC system.
- 3) You will also need to fill out a workers' comp claim (your office manager will have them). BE SPECIFIC in your description. Make sure you describe how the injury occurred and list all of the body parts involved. For example, if you fell and hurt your knee, think about the fall- did you stop yourself on the ground jarring your wrists? If you did, make sure you put that in the report.

Continued on Page 3

- 4) PLEASE, PLEASE, PLEASE overly communicate about what is going on with your treatment, concerns, or questions. Make sure you contact Lori Fitzpatrick in the district office. She is LVUSD's point person for WC issues. Also, contact LVEA so we know what is going on.
- 5) When you get a doctor's note give it to your principal, give it to the DO, and CHECK to see that they got it. Let LVEA know what is happening too.
- 6) When you are taken out of work by a doctor (either for an injury, illness, pregnancy, ANYTHING) upon your return you must have an "accommodations meeting." This meeting MUST occur before you step foot back into work. It is a meeting to discuss the recommendations your doctor has made for you to come back to work. PLEASE contact LVEA when you are about to have one of these meetings.

New laws have been passed for the WC system to benefit the WC insurers- NOT YOU. If you aren't vocal and aren't reaching out to LVEA, you will likely fall through the cracks. If you have any WC questions please contact Lori Fitzpatrick in the DO at 818-878-5209 or LVEA.

LVUSD Tech Plan

Written in collaboration with Jim Klein, LVUSD's Chief Technology Officer

Throughout the past five years, LVUSD has made great strides in growing its technology systems, laying a foundation for a significant shift in technology use within all of our classrooms. As the Common Core State Standards and expectations of college/career readiness continue to bring new demands for both student and teacher technology use, the District now plans to take an important step toward increasing student access and teaching opportunities through the Forward Learning Strategic Technology Plan.

Over the next four years, the District, with support from the community and parent organizations, will invest tremendous energy and resources into the Forward Learning Technology Plan, with the following core goals:

- Increase academic achievement to meet Common Core Standards
- Nurture globally-aware, college, career, and life-ready students
- Empower teachers to further personalize learning in the classroom

The progressive plan describes extensive professional development, enhanced data systems and services, and personal mobile technology for students.

The District recognizes that the most important element of a successful technology plan is a well-trained and prepared instructional staff, so the Forward Learning Plan contains extensive staff development and support for our teachers. The current plan includes up to thirty-two hours of face-to-face training each program year, with a particular emphasis on effective strategies for using technology to enhance instruction and create unique learning opportunities for students. As of today, twelve of these hours have already been completed. In addition, a "technology mentor" teacher is suggested for each school site. These mentors will receive additional training, support and compensation, and will collaborate with the District to meet the needs of their school. The District's media specialist and technology team will also help to provide additional support, job-embedded modeling, and professional development throughout the school year.

Through the Forward Learning Plan, teachers and students will use a variety of tools within the District's "digital ecosystem" to evaluate, communicate, collaborate, share, and swap content and other digital creations. Students will use self-evaluation tools to receive immediate feedback on their writing, for example, freeing up teacher time and ensuring that a student's final submission is their "best work."

Continued on Page 4

Teachers will learn how to utilize data from a variety of tools to determine individual student needs, provide immediate feedback, and analyze student growth over time. This data will be tremendously valuable as we continue to develop and adjust our instructional strategies to better meet the needs of our students and the demands of Common Core.

The the Forward Learning Strategic Plan, every student will use a personal device, both at home and at school. Student devices will be acquired via a “Hybrid” Bring Your Own Device model, through which the District will set minimum hardware standards and parents will have the opportunity to purchase an appropriate device for their student(s). Devices will be provided for checkout through the school library to students who are unable to bring them. In addition, free software will be utilized, which will enable the District to create a consistent environment for teachers and students. This will not only keep costs low, but will also maximize the effectiveness of staff development and support programs, creating a sustainable program for the long term.

The Forward Learning program will be rolled out using a phased approach. For the first year starting this January, all sixth grade teachers and students will be the focus. In addition, some elementary classrooms have already begun the implementation: Round Meadow 3rd grade and White Oak 4 and 5th grade classrooms, thanks to funding from their PFA/PFCs and cities. In subsequent years, students in grades three, six, and nine will be integrated into the program, with students from the prior year’s efforts carrying their technology to their next subsequent grade level. Within four years, every student and teacher in grades three through twelve will have taken part in the program.

The Forward Learning Strategic Technology Plan provides a disciplined approach with a clear strategy for increasing academic achievement, teaching next-generation technology and media skills, and preparing LVUSD students for immeasurable future success in college and career.

We encourage everyone to have a look at the full plan and resources at the Forward Learning web site: <http://forward-learning.lvusd.org>

LVEA Supports the District’s Tech plan...along with a concern:

LVEA fully supports the District’s Forward Learning Tech Plan and looks forward to enhanced learning opportunities for our students and employees. With the help of state Common Core money, there will be no encroachment on the District’s General Fund this school year which is great news. However, years 2 and 3 (ie 2015-16 and 2016-17) of the roll-out are a different story with the District projecting an approximate \$160,000 encroachment on the General Fund – money that can be used for salaries, benefits and lower class sizes. LVEA is very concerned about this! While both LVUSD and LVEA hope for additional Common Core funding from the state in 2015-16 that could help with this deficit, LVEA strongly encourages the District to look for other funding sources to help with this technology plan – starting with our cities!

- follow LVEA on twitter – twitter.com/LVEA
- like LVEA on facebook – facebook.com

