



Solidarity Report

**“There is no better day than today to do the things you’ve been putting off.
Take action; it’s the only way to change your life.”** ~ Hal Elrond

Getting the Work Done

We wanted to take a moment to recognize the hard work and dedication of our VUE Stewards and the members of the VUE Executive Board. The individuals working in these leadership positions are volunteers who understand that our union is a democracy and we, the members of VUE, are the primary agents of our own liberation. YOU are VUE and together, we make the decisions about how our union runs.

You and your colleagues have site-based union leaders at your school/worksites who have made the decision to engage in the work to make life better for each of us. The ability to win improvements in pay, working conditions, and benefits is in direct proportion to the ability and willingness of ordinary people to fight for a better life. Teachers, office specialists, and paraprofessionals must become the central figures in the movement. We are the voice and energy of the process, not symbols of the struggle or spectators sitting on the sidelines. The conditions that affect us, can only be changed by us.

At the November Steward meeting, more than 61% of schools and worksites were represented by 70+ individuals who attended the in person meeting. We want to give a special shout out to the three individuals who served as a proxy for their stewards to ensure that their school was represented. Be on the lookout for an invitation from your steward to attend a quick but informational 10-minute meeting. It is important that you attend these meetings to learn what was discussed and your union’s plan to address issues and concerns.

Additionally, the following sites need 5 or less new members to hit the 50% density mark.

- Champion - 2
- Citrus Grove - 5
- Creekside MS - 5
- Deltona Lakes - 2
- **Deltona MS - 1**
- Edgewater Public - 3
- **Enterprise - 1**
- Freedom - 5
- **Friendship - 1**
- Galaxy MS - 2
- Horizon - 2
- Indian River - 5
- Manatee Cove - 4
- Orange City - 2

- **Ormond Beach Elem. - 1**
- Pine Ridge HS - 4
- **Riverview Learning Center- 1**
- South Daytona Elem. - 2
- Sunrise - 4
- Tomoka - 5
- Volusia Pines - 2
- Westside - 2

Please speak with a colleague who is a potential member and encourage them to join before winter break. Our ability to create improvements is directly tied to our membership. To access the membership application, click [HERE](#).



Roster Verification (RVT), Important Information

The Department of Education has opened the window for teachers to verify student course enrollment (rosters) for the purpose of school scores and individual State VAM calculations. The deadline to complete the Roster Verification is DECEMBER 23, 2024. Each school has a Roster Verification Coordinator who will support teachers with this process.

Rosters are to be verified based upon the enrollment of students in your class/course on **October 11, 2024**, not their attendance. You are able to remove or add students from your roster depending on the following criteria:

- reported as enrolled but is NOT actually enrolled
- reported as NOT enrolled but is actually enrolled
- reported as enrolled with one teacher but is actually instructed by another teacher

We strongly recommend that **ALL TEACHERS** verify their roster. It is extremely important that we take the roster verification opportunity seriously, as this process has the potential to impact school scores, an individual’s State VAM or Student Growth Measure, and your Final Summative Evaluation score, which impacts the salary earnings for annual contract teachers.



Roster Verification (RVT), Important Information cont.

Roster Verification Process is required for the following grades and subjects and optional for all other teachers:

- English Grades 3-10
- Math Grades 3-8
- Science Grades 5 or 8
- Civics
- Algebra 1
- Geometry
- US History Grades 9-12
- Biology

The FLDOE has provided an online RVT that can be accessed [here](#).

If you have any questions about this process or if you need support, please contact the office at (386) 238-1605.

VSET & VUE Support Evaluation Reminders

By Dr. Lekita Howard

Ready, V-SET, Go! It's that time again when formal and informal observations are being conducted. What can you do to be prepared? The first step is to **KNOW** your rubric. Take a serious look at the rubric for your job role and know the power components and understand the language of each indicator. Plan for distinguished so that you can receive the highest score possible. Does this mean you will always be distinguished? NO but if you miss the mark you fall to proficient, which is a great accomplishment. The goal is to meet expectations or surpass them. Every student deserves an effective educator.

Your journey begins with **Domain #1** Planning and Preparation, what do you do to get ready for instruction and why do you do it for the students in your specific classroom? Next on the road to success is creating the optimal classroom environment. **Domain #2** is focused on how you establish a culture for learning in your classroom including management, organization, and building a genuine connection with your students that fosters respect/rapport. **Domain #3** is based on how you meet the students where they are during instruction. What questions do you ask and how do you communicate? The specific things you say and do to cultivate learning for your students. Instruction, assessment feedback, and monitoring learning while being flexible is essential to student achievement. **Domain #4** is all the critical things you do to show your professional accountability for being a great educator.

As a reminder, please remember that it is so easy to allow the evaluator to do all the work. However, there are things you do that evaluator may not see or doesn't know. Do yourself a favor and add some of the critical information that demonstrates your greatness!

Other helpful hints, remember how to input your information, rate yourself, and adhere to timelines.

The **VUE Support Performance Review Handbook** is available on the intranet but you can ask for a copy from your evaluator if you can't find it. This handbook is very thorough and helpful with important considerations provided.

Descriptors for Office Specialists and Paraprofessionals make the book a must have before your evaluation. The descriptors are designed to help you understand important job responsibilities so that you can set goals for yourself and plan for success. The descriptors are not a checklist but provide guidance for effectiveness in your job role. Make sure to read over the rating guidelines to ensure your goals are met.

Remember VUE is always available to provide support!



VSET Category 2 Instructional Personnel

If you are considered a Category 2 teacher for the purpose of your VSET evaluation, we are recommending that you consider completing the **Mid-Year Self Assessment**.

The mid-year self-assessment will provide the opportunity to submit evidence in Domains 1 and 4, which are considered the "off-stage" components of the evaluation.

There are several benefits to completing the mid-year self-assessment.

- If you complete the the self-assessment now, you will not have to add evidence in all components in Domains 1 and 4 for the final evaluation.
- While the mid-year self- assessment is not required, it will provide the opportunity for your evaluator to review your assessment and if there are differences in the ratings of the components in Domains 1 and 4, it should result in a conversation between you and you evaluator.
- This conversation is for coaching purposes and will provide an opportunity for feedback and growth.
- Finally, for each component that has evidence entered during the mid-year self-evaluation, no additional evidence is required to be entered unless you would like to add additional evidence to move to a higher rating.
- **IMPORTANT** - the mid-year self-evaluation is for the purpose of collecting evidence in Domains 1 and 4. Evidence for Domains 2 and 3 ("on stage"), will be collected by your evaluator during an observation or a walk-through. If you enter evidence in Domains 2 and 3 during the mid-year, it will not exempt you from the need to have a walk-through or observation.

If you have any questions about the mid-year self-evaluation or any VSET related issue, please contact Dr. Lekita Howard at lekita.howard@floridaea.org.



District Update

On November 21st VUE and VCS met for a labor management meeting . You will find a summary of the discussion below. The text in red is the response from VCS.

- Physical violence in the classroom - Violent student behaviors continue to occur in classrooms across the district. Teachers and staff do not come to work to be physically harmed - **Any and all occurrences of physical violence need to be reported and a referral written. VCS does not condone this behavior and will address each issue. Teachers and staff need to let admin or VUE staff know when physical violence has occurred.**
- Elective and Special Area Class Sizes - Non-core and special area class sizes continue to be problematic and are impeding the ability of teachers to deliver their content. Student behaviors in these large classes are prohibiting the learning of all students. Teachers, paras, students, and parents are becoming increasingly frustrated. - **VCS has completed a review and they understand that some classes are large. However, funding was provided to principals based upon FTE enrollment. Some principals have been given additional flexibility and resources to make changes. Corrections for the 25-26 school year will be made based upon lessons learned this year.** We are calling on you to help make a change in this area. We believe that the teaching and learning environment should be protected for the good of all stakeholders. If you are willing to take a stand for reasonable class sizes, please contact Matt at matt.lawrence@floridaea.org. We need your voice on this issue. YOU must shape the narrative. Your story matters!
- Makeup days for teachers and staff working in the 256-day Alternative Ed sites - **a meeting will be scheduled with Alt Ed admin to review the attendance requirements from the Department of Juvenile Justice.**
- Grading requirements for Special Areas teachers - students are frequently pulled during elementary special area for remediation, tutoring, and other tasks- **SA teachers who have students that are missing so much time that a grade cannot be determined should use the NG code on the report card.**
- Stipends- how are the years of service calculated? - **for the purpose of stipends, the years of service in the job role, not longevity with VCS, are used to determine the stipend amount.**
- Substitutes - Academic Coaches and Office Specialists are being pulled to sub - **Office Specialists should not be subbing. OS personnel should not be required to supervise students except in the case of an emergency. OS personnel should not be required to cover classes for lunches or planning. Academic Coaches should only be pulled during an emergency. Ms. Workman will contact the appropriate district leaders to follow up on this issue.**
- 1:1 Paras uploading logs into Ed. Mod - Paras do not have access to devices. **Paras need to ask their admin to put in a request to the IT Department. Currently, there are no outstanding tickets to provide devices to paras.**
- Essential Personnel - how are “essential personnel” defined? **As VCS works with newly identified leaders in certain positions, training and conversations need to occur on who is really needed during an emergency event.** Your VUE Support Bargaining Team will address this issue during the next round of negotiations.

Partnerships Matter!

VUE is proud to have a longstanding partnership with Grand Canyon University. While our VUE Professional Learning is gearing up for a robust second semester, please take a look at the COMPLIMENTARY learning opportunity from GCU below.

Consider engaging in this free learning opportunity as you work toward completing your next DPP.

For more information, please contact Amy Creasman at Amy.Creasman@gcu.edu or (602) 247-3530

COMPLIMENTARY PROFESSIONAL DEVELOPMENT: MONTHLY COURSE

Build your educators' skills and invest in your organization at no cost to you by taking advantage of limited-release monthly courses provided by GCU's Canyon Professional Development.

DECEMBER COURSE
The Writing Process: Why Instruction Matters (ELA-01)

Participants will have the opportunity to reflect on the importance of providing explicit daily writing instruction in the classroom. They will have the chance to evaluate the components of effective writing and the progression from grade to grade. In addition, the course will identify the similarities and differences between opinion, persuasive and argumentative writing.

TO REDEEM, USE CODE FORYOU/GCU AT CANYONPD.MYCLICK4COURSE.COM

FOR MORE INFORMATION, CONTACT:
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For additional questions email cpdstp@gcu.com

GRAND CANYON UNIVERSITY
K12 EDUCATIONAL DEVELOPMENT
CANYON PROFESSIONAL DEVELOPMENT

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