

Solidarity Report

“We will stand up for what is right, for what is fair and what is just.”

~John Lewis

VSET: A Tool for Improving Your Practice, or an Administrative Big Stick?

The Volusia System for Empowering Teachers (VSET) Handbook begins with the statement below:

Statement of Philosophy

Evaluation is a continuous, collaborative process designed to improve instruction and student performance. It is intended to be positive and growth-oriented. It is based on fundamental principles of effective evaluation and contemporary research in assessment practices. The assessment system shall be applied equitably and shall conform to legally sound evaluation procedures.

As the process of completing evaluations for instructional staff comes to a close, we have significant concerns about how the VSET evaluation tool has been used by some administrators not as a “positive and growth-oriented” process, but as a punitive and draconian mechanism to punish or retaliate against individuals who have stood firm on their contractual rights. Additionally, we are learning that there is a lack of fluency among certain administrators on the process for evaluating Category 2 teachers. Instead of providing clear, concise communication and training on the expectations, as required in the VSET Handbook, some administrators chose to punish teachers by refusing to collaborate or have conversations focused on “reaching a consensus on component ratings” during the final evaluation conference. Finally, we have learned that in a few isolated situations, a preponderance of evidence has not been used to support ratings, but rather the subjective opinion of the administrator has been the sole factor in determining a rating.

Each year we have a handful of evaluations that we request be reviewed by the Office of Employee Evaluations, however, this year there has been a substantial increase in questionable evaluations. The VUE staff has intervened to the point of filing Level 1 Informal Grievances where necessary. We have been successful in overturning some of the outcomes, including a non-reappointment for one member, but unfortunately that has not been the result for everyone.

OUR NEXT STEPS

Article 14 of the instructional contract sets forth the contractual expectations for teacher evaluations. The language includes convening the VSET Steering Committee which is a committee made up of an equal number of teachers and administrators. This committee is tasked with making recommendations for modifications and changes to the evaluation process. Also, the members of the committee shall develop a formal Appeals process should a teacher believe that any portion of the VSET process has been violated.

The next meeting of the VSET Steering Committee is scheduled for this Wednesday. The issues and concerns from our experiences during the end of the year evaluations will be brought forward on behalf of all instructional members of our union. We are seeking to return the process to its rightful purpose; supporting instructional staff to improve their practice to increase student academic achievement.

The VSET Handbook can be found [here](#). If you believe that the VSET evaluation process was not followed correctly during your evaluation, we need to hear from you. Please contact the office at 386-238-1605.



PERC Instructional Election

The PERC election envelopes have started to arrive in mailboxes throughout Volusia County. Instructional personnel now have the opportunity to let our voice be heard in Tallahassee by voting to keep OUR UNION as the Official Bargaining Agent in VCS.

If your address has changed this year, we will need to make sure that the correct mailing address was submitted to PERC. **If you do not receive your election documents by Friday, April 25th, we will request a replacement ballot for you.** Please contact Beth at beth.friedl@floridaea.org if you have any questions, or if you do not receive your election documents.

All instructional personnel, regardless of membership in VUE, are eligible to vote.

The last day for PERC to receive your ballot is Monday, May 14th. The ballots will be counted the following day.

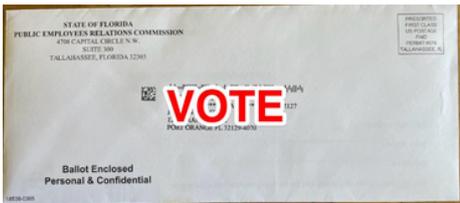
Will you commit to voting YES to keep our union?

Will you commit to returning your ballot immediately?

Will you commit to encouraging your colleagues to do the same?

It's very simple, NO UNION, NO CONTRACT, NO VOICE!

Ask a friend to stand with you to fight to keep our contract. Ask them to join today. Scan the QR Code below and help them become a member of VUE!



FEA Delegate Assembly

Are you are interested in learning more about how our union works and how we are supported by the Florida Education Association?

Are you interested in networking opportunities and making connections with your union brothers and sisters from across the state?

The Florida Education Association will hold the 2025 FEA Delegate Assembly on October 10th – 11th at the Rosen Centre Hotel in Orlando.

The Delegate Assembly is an opportunity to gain valuable insights and ideas that can be used to make improvements within VCS and VUE.

If you are interested in attending the FEA DA as a delegate for VUE, please contact Beth at beth.friedl@floridaea.org to obtain a petition.



FEA DA Delegates 2023



VUE Social Media



Become better connected with YOUR UNION.

Follow us on our social media platforms!

VUE is on [Facebook](#)!

VUE is on [Instagram](#)!

Follow, like, share, and comment on our posts.



VUE Summer Professional Learning

Do you need to take an ESOL course? Are you interested in getting a head start on planning for the 2025-2026 academic year?

If so, please consider registering for one of the VUE PD courses below. VUE PD is offered at no cost for VUE members. Potential members can attend pending availability but must pay for the course.

DON'T DELAY, REGISTER TODAY! SEATS WILL FILL UP QUICKLY!



ESOL Culture

Presented by Volusia United Educators

Facilitated by
Dr. Teresa McMillan Ward

June 2nd - 5th, 2025 @ 8:30am - 4:30pm

Course# 12552 Session# 113715 Format: F2F

Note: This course is one of the five courses needed to meet the Category 1 ESOL requirement and to obtain the ESOL Endorsement. Teachers will build cultural competence to enhance classroom interactions, instructional effectiveness and create a foundation for optimal learning.

60 In-Service Points
A Combination of Contact and Independent Hours

Please register through Volusia County Schools MyPGS. If there are any questions, contact Dr. Lekita Howard at lekita.howard@floridaea.org or call the VUE Office at 386-238-1605 for registration. Non-VUE/VESA members will be required to pay a registration fee.



Managing Behaviors in the School Community



Presented by Volusia United Educators
Facilitator: Amy Hawkins

June 2nd—5th @ 8:30am until 11:30am
Course# 71630 Session# 113755 Format: F2F

Spend the summer planning a new approach to managing student behaviors in the school community. Build a foundation of knowledge for problem solving and cultivating an effective instructional environment for optimal learning.

60 In-Service Points
A Combination of Contact and Independent Hours

Please register through Volusia County Schools MyPGS. If there are any questions, contact Dr. Lekita Howard at lekita.howard@floridaea.org or call the VUE Office at 386-238-1605 for registration. Non-VUE/VESA members will be required to pay a registration fee.



Retiring Soon? Join VUE Retirees!



Retiring soon or know someone who is? Come join us at VUE-Retired. We meet monthly during the school calendar year to share inspirational informational presentations and socialization as we support our fellow educators.

Membership is open to all retired educators/support staff from Florida as well as those from out of state. Explore our website: www.vueretired.org or contact CJ Allen cj_english@msn.com 386.212.4245 txt ok. We look forward to hearing from you!



VOLUSIA COUNTY SCHOOL BOARD

REGULAR MEETING



Let Your Voice Be Heard at the School Board Meeting



- TUESDAY, APRIL 22, 2025
- DELAND ADMINISTRATION CENTER (200 N. CLARA AVE, DELAND)
- 4:30 - ? (WE RECOMMEND ARRIVING BETWEEN 5:15 -5:30)

At the board meeting, you'll have the opportunity to:

- Be present and engage in the work of your union
- Share your experience
- Share your ideas and suggestions

MORE INFORMATION

386-238-1605
www.ourvue.net

