



CORONAVIRUS

Well, it isn't Spring in Clark County without an infectious disease concern to create anxiety amongst members. The COVID-19 Infection (a type of Coronavirus) has been identified in WA State, and Clark County is not immune (pardon the pun.)

The State Superintendent has issued a letter concerning the spread of this disease and has advised:

*Continue to engage in routine infection control procedures. It is important to emphasize—and teach, when necessary—good personal hygiene practices to prevent the spread of viruses. This includes appropriate handwashing, covering coughs, and staying home when sick. Also, standard cleaning and disinfecting procedures are typically adequate to slow the spread of respiratory illness. For more information, see OSPI's Infectious Disease Control Guide for School Staff. Establish an open line of communication with your Local Health Jurisdiction (LHJ) leadership. In response to COVID-19, Washington state has established a robust incident management structure, led by DOH, which includes ongoing communication with Washington's 35 LHJs. Any decisions to control the spread of COVID-19 in Washington through "social distancing" measures such as cancelling public gatherings; closing businesses, schools, or childcare programs; or others will likely come through this decision-making structure. Now is the time to be working together in your community to prepare for these possibilities. As a reminder, the school District superintendent always has the authority to close schools should the need arise, and state law also provides authority to local health officers to take measures, such as school closures, to control and prevent the spread of dangerous, contagious, or infectious diseases within their jurisdiction. Routinely communicate with your school community, including your contracted educational providers such as non-public agencies, about this evolving situation. Staff, students, and families should know where to go to find accurate, factual sources of information, and should know that you are monitoring the situation and are in ongoing communication with your local public health officials. A simple step such as posting a brief message to your District homepage with links to the DOH webpage and fact sheets will reduce anxiety in your community. **Intentionally and persistently combat stigma.** As new information emerges, please remind your community that the risk of COVID-19 is not at all connected to race, ethnicity, or nationality. Stigma will not help to fight the illness. Sharing accurate information during a time of heightened concern is one of the best things we can do to keep rumors and misinformation from spreading. (emphasis added)*

We are in constant contact with EPS Human Resources and are evaluating and planning our response to all the possible implications of our students, parents, or community members. If you or one of your loved ones at home are especially vulnerable to this virus, EEA encourages you to contact your Cert. Specialist IN ADVANCE so that we can create a plan for you should this threat come to your school or classroom. We will share updates through email as this situation continues to be a concern.

Evals: LAST CHANCE!

Please don't wait to submit your evidence and artifacts to your evaluator until the last minute. By March 15th, your evaluator should inform you of the due dates for all submissions for the TPEP for this year. Now is the time to gather feedback from your evaluator of pieces of evidence or artifacts you would

like to submit for your evaluation this year. If you submit it now, they would need to acknowledge it and provide any feedback as to how it informs your ability and performance in your duties as an educator. The due date has to be within the April 15th to May 15th window, so now is the time to provide additional evidence if needed. Also, if your "spidey senses" are tingling, this would be a good time to let Bill know you might need support if you feel that an evaluator is not providing sufficient feedback for you to be proficient or distinguished in your job. Don't wait until it is too late for your union to support you!

WEA - RUC delegate nominations

Due to an oversight on my part, we did not admit nominations for delegates to the WEA Riverside UniServ Council before the last election. If you or a colleague would be interested in being a representative for EEA to this body, please let your Association Representative know, or email the office at EvergreenEA@WashingtonEA.org. We will resolve the 19 possible candidates at the March Rep. Council for the 2020-21 school year.

Seniority Lists

The District recently published, via the Share-Point, the seniority list. The deadline was March 1st to add any additional endorsements in areas you are also qualified to teach. If there are still errors in the list, you would need to contact Human Resources immediately to get them corrected, understanding that missing the deadline is not an "error." Maintaining up-to-date records at HR is a critical part of protecting your maximum protections under the contract.

PLC FACT OR FICTION

One of the major concerns that regularly come to the EEA office are the responsibilities that either exist, or appear to exist, as a result of PLCs in this District. PLCs and our collective bargaining agreement (CBA) have a complicated relationship. You'll find very little (if any) mention of PLCs in our CBA. The motto that has been heard around the District that PLCs are "non-negotiable" is simply not true. Not only are PLCs negotiable, the working conditions created as a result of them are a mandatory subject of bargaining. In your CBA, you'll see lots of reference to "Collaboration" but you won't see "PLC," mainly because the District and the association has never come to agreement, in any bargain, on a universal system for PLCs. That is not to say there are not agreements around the practice known in our District (and many other Districts) as PLC. As a result, confusion often reigns when it comes to how PLCs work. The following are a handful of Fact vs. Fiction statements about PLCs and your rights.

Myth: *Elementary schools have PLCs every Wednesday.*

Fact: It is only the first, third, and/or fifth Wednesday of each month where 45 minutes is set aside for collaboration. The second and fourth Wednesday worked each month has 45 minutes for professional development. Many buildings choose to have collaboration time during that professional development time as well.

Myth: *My PLC must focus on our "focus" for our school.*

Fact: With respect to elementary early release, the CBA states that on the first and third, and/or fifth Wednesday, "Staff will submit a brief agenda of their own choice and brief notes." On the 2nd and 4th Wednesday, when professional development is taking place, a directive may be given as to what takes place during that 45 minutes. What can be directed to PLCs in middle and high schools is less clear. As a general rule, if time has been carved out for you in middle and high school to conduct PLC work, and a directive has been given as to what it is you are to do, you should do it. That being said, regardless of whether you are elementary, middle, or high school, there can be no directive to do PLC work outside of the collaboration time set aside for you.

Myth: *My team cannot grade assessments during PLC time.*

Fact: Why not? The LOA for elementary early release states that collaboration time will focus on student learning around one or more of Rick DuFour's four questions: 1.) What do we want all student to know and be able to do? 2.) How will we know if they have learned it? 3.) What will we do if they haven't learned it? 4.) What will we do if they already know it? The only way to find out if students already "know it" is to grade the assessment (if one was created). A PLC should be able to plan what and how to teach agreed upon topics, mutually create any assessments to be used, grade any of those mutually agreed upon assessments, and debrief the results of your team's work all during PLC time.

Myth: *My PLC work WILL be part of my evaluation.*

Fact: In many cases your PLC work could be part of your evaluation, but not always. First, if you are on a focused evaluation, and you didn't choose Criterion 8, your evaluation may not have anything to do with collaboration and school wide community. Furthermore, even if criterion 8 is part of your evaluation, it does not require PLC work to prove your ability to collaborate and work professionally in an educational community. If I am a history teacher, I might collaborate with my Librarian regularly throughout the year about how to teach students how to gain access to knowledge through proper research skills as well work with Special

continued on the next page...

Education teachers on how to differentiate my instruction so as to give my special needs students the appropriate access to that same researching ability. All of that could be done without a PLC if one chose to do so.

The bottom line: Quality collaborative work has been and is still a part of what makes quality instruction. Part of what your TRI package pays for is that collaboration that you were already doing well before the use of PLCs in this District. Collaboration is not something new. The fact that the District has, in many cases, carved out time for collaboration to take place is admirable. Most teachers will collaborate outside their contracted times, but there is a reason why we do not allow the District to direct how you spend time doing responsibilities associated with TRI. You are the experts, you know what is best for your students. Anything that feels like an “assignment” for you to do by your administrator should be restricted to being done ONLY during collaboration time. This includes creating, assessing, and data entry of work that your administrator is asking you to do.



SCHOLARSHIPS ARE AVAILABLE!

Fred Ensman and Virginia Oliver Scholarships Your EEA offers up to seventeen \$500.00 scholarships to the dependents of members for the purpose of undergraduate study. To apply for the Fred Ensman & Virginia Oliver memorial scholarships, go to www.eeaoffice.com, fill out and sign the application, then send it to the EEA Office. Applications for next fall are due to EEA by April 28th.

WEA-Retired is offering up to eight \$1,000 nonrenewable scholarships to aid WEA members in enhancing skills in a specific education area, and/or attaining a teaching certificate. If you have applied before but have not received a scholarship, you are eligible to apply again. This scholarship cannot be used to pay for classes already taken or for bills incurred because you are taking classes. Please visit <https://www.washingtonea.org/membership/we-are-wea/retired/> for the application and supplemental information that will be required, such as the cover form that must accompany your scholarship letter. The completed cover letter and application must be received by April 3rd, 2020. The recipients of the scholarships will be notified in May by the scholarship chair.

NEW! John R. Zavodsky Student Activist Scholarship If you know a high school student that has exemplified great leadership and advocacy, please contact us at EvergreenEA@WashingtonEA.org to get a scholarship nomination packet for our John R. Zavodsky Student activist scholarship. \$1,000 will be awarded at our May Rep. Council meeting to a deserving student who has shown the qualities of a vocal activists for their cause. High school counselors will be contacted as well to provide us with direction towards a student that shows the leadership required for this award.



WHERE DOES YOUR money GO?

EEA bylaws require that a Budget Committee be formed each year. The Budget Committee’s role is to review and amend the recommended budget for next year presented by the treasurer. That recommendation would go to the Executive Board where they may amend it and recommend a marked-up budget to the Representative Council where a budget will be voted upon. The committee will meet sometime in late April. There are two spots to be filled by the membership at large, if you have an interest to serve, please contact the EEA office before Spring Break.



V.I.P Suzanne Southerland and EEA/Clark Members

As a recognition of her tireless work towards union values and equity for our adjunct members, the EEA awarded Suzanne Southerland and the EEA/Clark Educators the VIP award for February. Suzanne was recently elected as a WEA Board Director and elevated the principles of being a union member amongst her bargaining unit to achieve compensation and job benefits that have until now been unimaginable by her members. We celebrate the success of our Union siblings in achieving this amazing outcome.

LEGISLATIVE update

Evergreen Education Association members stand united for our public schools and students. As professional educators and union members, we are proud of our state’s historic progress toward fully funding public education. Now we must protect our progress and build on that success. EEA/WEA members are committed to working together to ensure all 1.1 million Washington students have the amply funded, high-quality public schools guaranteed by our state Constitution. To learn more, visit <https://www.washingtonea.org/ourvoice/>.

Celebrate
**WOMEN'S
HISTORY
MONTH**



Women's History Month

International Women's Day

This Sunday, March 8th, is International Women's Day. Hopefully, you have the opportunity to celebrate.

Please take time with your students to acknowledge the many contributions women have made throughout history. It is merely 100 years ago that our country began allowing women to participate in our federal elections. Teachers have always had the greatest influence in bringing gender inequality issues to the forefront. We continue to promote the inclusion of women in the decision-making processes at every level of our schools and celebrate the success of each woman in reaching her personal goals.

If you are an educator who identifies as a woman, thank you for advancing the cause of social justice everywhere. Where would we be without your influence on the generations that have passed through our public schools? Thank you.

Visit this link for a batch of great resources to help you recognize the accomplishments of women in your lessons at school: <https://www.internationalwomensday.com/Activity/12216/TeachStarter>