



**Association Representative Council Meeting
September 12, 2022**

President's Welcome

Approval of Minutes

President's Report

- Updates
- Membership
- Other

Member Concerns

Treasurer's Report

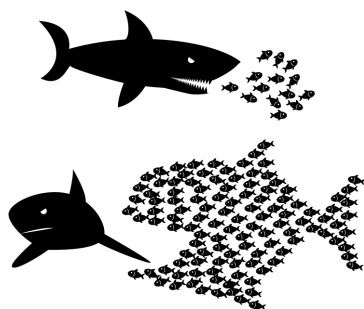
Bargaining Update

Committee Reports

AR Updates

Recognitions

Adjourn



ORGANIZE!

2022-2023 AR Council Meeting Dates

August 15
September 12
October 10
November 14
December 12
January 9
February 13
March 20 (rescheduled due to Spring Break)
April 10
May 8

*Our Association Representatives are vital to the success of our amazing union.
Thank you for all that you do everyday to support our members and this profession!*

Our Union Voice

UNITING · EMPOWERING · ADVOCATING



Orange County Classroom Teachers Association Newsletter
September 12, 2022

Thank you for all that you do as educators and as members of our union! There is strength and empowerment in our united efforts to advocate for a better future. We are union strong. #CTAstrong -Clinton McCracken, CTA President

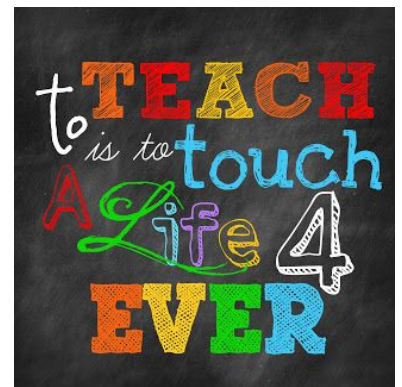
Student Loan Forgiveness

- On Monday, September 19th at 5:00pm at the Orange CTA Office Aaron Warner, from NEA Member Benefits, will be speaking on the topic of Student Loan Forgiveness. Come make a plan for your forgiveness and have your questions answered. (TEPSLF) Temporary Extended Public Service Loan Forgiveness **is set to close on 10/31/2022** and now is the time to take advantage of this program. 1020 Webster Ave., Orlando, FL 32804. RSVP [HERE](#).
- FEA also sent all members an email last week with a personalized link to "Summer" which is an FEA sponsored program to help you manage student loans. Click the link in that email from President Andrew Spar for:
 - Help enrolling in income-driven repayment plans and managing annual income recertification;
 - Help completing the PSLF Employment Certification Form and managing the PSLF certification and application process; and
 - Help finding other loan forgiveness programs and understanding how to maximize loan repayment and forgiveness options.

Hispanic Heritage Month Celebration



The Hispanic Heritage Month national theme is "Unidos: Inclusivity for a Stronger Nation." The theme encourages us to ensure that all voices are represented and welcomed to help build stronger communities and a stronger nation. The city of Orlando celebrates the culture and traditions of U.S. residents who trace their roots to Spain, Mexico, and the Spanish-speaking nations of Central America, South America, and the Caribbean by hosting a community celebration event with Hispanic food, music, and entertainment. We invite our members to the Community Celebration Event, September 29 from 5:00-8:00pm at Camping World Stadium.



Free CTA T-Shirts

Click [HERE](#) to order your free CTA T-Shirt. We're excited to plan district-wide days when we all wear our shirts in solidarity. We must stand together for better pay and working conditions and our visibility is one aspect of that effort.

CTA Pride Parade Float Oct 15

We have participated in the Orlando Come Out with Pride Parade for many years and will have a float again this year. We invite our members to participate and show Central Florida that our educators celebrate the LGBTQ+ community. Free T-Shirts available to participants! RSVP [HERE](#).

Your Union Benefits

Did you know that your union membership comes with some wonderful benefits in addition to a strong bargaining voice and having someone in your corner if you need it? Login to [feaweb.org](#) and click on Member Center/Member Benefits to find great deals on hotels, theme parks, car rentals, flights, things to do, restaurants, and shopping!

CTA Committee Openings

Get active in your union! We still have CTA committee membership openings in several CTA Committees such as Membership/Organizing, Howard Fenner, Human and Civil Rights, Minority Affairs, and the LGBTQ+ Caucus. Click [HERE](#) to sign up today!



CTA members, other labor unions, and several local, state, and federal politicians spent time together at the AFL-CIO Labor Day picnic. #UnionStrong



CTA Membership Drive!

Consider sharing with your colleagues why you joined CTA. Our voices are amplified with each new member. And our colleagues who aren't members are missing out on important benefits ranging from representation, to affiliate benefits with AFT and NEA, to having a voice in the bargaining process and strengthening our position at the table. The current member drive includes incentives! Recruiting 1-3 new members=\$5 (up to \$15), 4-6 new members=\$10 (up to \$30), 7+ new members=\$20 (no limit). In addition, all new members will receive a \$20 Wawa gift card!



Bargaining Update

Bargaining for salaries occurs each Spring after the legislature approves a budget. However, the bargaining process has already begun with a restructured bargaining team, meetings with several subgroups to gather ideas, suggestions, and concerns, and an open survey for bargaining suggestions [HERE](#). A top concern is an increase in pay. We will be looking into ways we can compensate all teachers including our veteran teachers while complying with guidelines established by the state.

Your job is on the Ballot!

IMPORTANT DATES

REGISTRATION DEADLINE

General
October 11

MAIL-IN DEADLINE

General
October 29

VOTE BY MAIL BALLOTS SENT

General
September 29 -
October 6

**GENERAL ELECTION
November 8th**

Your Voice, Your VOTE 2022!

Make a plan to vote in the general election on November 8th! This election is our best chance to influence public education policy including regarding our pay and working conditions. FEA is urging all members to check and update their voter status before Oct. 11. This is easy and can be done online through your [county Supervisor of Elections](#). Are you registered to vote? Click [HERE](#). Ensure you are able to have a say in your career by being able to vote in this election!

FEA Professional Development

Educators of Color Virtual Series

The Educators of Color Series returns on Sept. 27th. Save the date and plan to attend this engaging Educators of Color meeting. Our featured speaker will

be Dr. Karen Baptiste, who will be sharing her presentation titled "Eradicating the School-to-Prison Pipeline." This is an especially important topic that touches many of our students and communities. We also will have a special presentation to celebrate Hispanic Heritage month. Join us online: [Tuesday, Sept. 27th](#), [Tuesday, Oct. 25th](#), [Tuesday, Nov. 29th](#) 5:30-7:00 p.m.

LGBTQ+ In Education: What You Need to Know

In response to the 2022 legislature passing HB 1557, the "Don't Say Gay" bill, the PDER department partnered with Equality Florida to develop a training focused on meeting the needs of our most vulnerable students. We hope this training will not only provide current information regarding the needs of LGBTQ+ students, but also provide accurate information for all educators on how to navigate the uncertain impact of HB 1557. Thursday, Sept. 22, 5:30-6:45. Register [HERE](#).

Record a Video Testimonial!

Click [HERE](#) to record a short video sharing what CTA means to you. These videos can be used to help explain the value of union membership. Increasing our membership increases our bargaining power and ability to advocate!

Know Your Contract

Article VII - Teacher Rights And Responsibilities - C - Page 27 - "Teachers shall be responsible for determining students' grades and promotions pursuant to district-wide policies. Any administrative change in a grade or promotion shall not be made without attempting prior consultation with the teacher. If such a change is necessary, the administrator shall initial the change on the student's permanent record and indicate if the change was made without the teacher's agreement."

Classroom teachers are responsible for determining student grades. [School Board Policy](#) IK requires that "poor work likely to result in a failing grade shall be reported by the teacher to the parent or guardian...as soon as practicable."

The Contract, Lesson Plan Agreement, MOUs, Evaluation Info, Supplement Handbook and more are available [HERE](#). Our ongoing Bargaining Suggestion Form can be accessed [HERE](#).

CTA's mission is to empower and advocate for our members in order to ensure a quality public education for every student.

OCCTA · 1020 Webster Avenue, Orlando FL 32804 · 407-298-0756 · www.orangecta.com



President Clinton McCracken and Vice President Maira Rivera at the FEA Governance Board meeting Sept. 9, 2022



AR Attendance August 15th, 2022

School/Worksite	AR
ACCELERATION ACADEMY EAST	Blyden, Pearl
APOPKA ES	Freund-Ahmetaj, Victoria
APOPKA MS	Wallace, Sasha
AUDUBON PARK K8	Mihailoff, Melodie
AVALON ES	Popovich, Tara
AZALEA PARK ES	Hamilton, Ashley
BALDWIN PARK ES	Jackson, Monique
BAY MEADOWS ES	LeSturgeon, Jocelyn
BETA (SIMON YOUTH ACADEMY)	Grimm, David
BLANKNER ES	Powell, Kelly
BOONE HS	Hill, Leah (Mapp)*
CARVER MS	Winters, RuQuiyah*
CASTLEVIEW ES	McNally, Kimberly
CITRUS ES	Hanna, Kevin
CLAY SPRINGSES	Miller, Mary*
COLONIAL HS	Grenda, Eric
COLONIAL HS	Zimmerman, Dawn
COLLEGE PARK MS	Hodgeman, Diane*
CONWAY MS	Harrell, Jeff*
CONWAY MS	Morehead, Amanda*
CYPRESS CREEK HS	Rodriguez, Yohanka
CYPRESS CREEK HS	Jones, Roy*
CYPRESS CREEK HS	Michalski, Tracie*
CYPRESS CREEK HS	Weil, Anna*
CYPRESS SPRINGS ES	Concannon, Rachel
DISCOVERY MS	Schmidt, Patrick
DILLARD ST. ES	Hillman, Laure
DR. PHILLIPS ES	Danielle Jewell
ECCLESTON ES	Graham-Hinson, Tina*
ECCLESTON ES	Taylor, Lisa*
ENDEAVOR ES	Torrez, Christina
ESE INSTRUCTIONAL SUPPORT	Torres, Michelle
ESE SUPPLEMENTAL SVCS & STUDENT SVCS	Benjamin, Tito
ESE TRANSITION SUPPORT	Dominguez, Maryann*
EVANS HS	Braga, Augusto*
EVANS HS	Torres, Ivette*
FORSYTHE WOODS ES	Glickstein, David
GOTHA MS	Godboldte-Hazzard, Cathy
HIAWASSEE ES	Muhammad, Gajarah
HILLCREST ES	Gavlick, Lee
HOSPITAL HOEBOUND	Quinter, Rebecca
HOWARD MS	Katner, Cheri
HUNGERFORD ES	Brownyard, Maya
HUNTERS CREEK MS	Davis, Meagan
INNOVATION MS	Stokes, Sarah
LAKE BUENA VISTA HS	Jensen, Amy
LAKE COMO K8	Michelson, Michole
LAKE COMO K8	Tyre, Angel
LAKE NONA MS	Hammond, Robert
LAKE NONA MS	Newlan, Deborah
LAKE SYBELIA ES	Kelly, Deirde
LAUREATE PARK ES	Matthews, Adrien
LAWTON CHILES ES	Higginbotham, Katie
LOVELL ES	Diaz, Daisy*
MAITLAND MS	Antoine, Brian*

LEGACY MS	Ayala, Jodi
LIBERTY MS	Kosarich, Jeannoe
MAGNOLIA SCHOOL	Kaufman-Long, Randi*
METRO WEST ES	Guyatt, Joshua
MILLENNIA GARDENS ES	Chehab, Dawn
MILLENNIA GARDENS ES	Goncalves, Claudia
MILLENNIA GARDENS	Martinez, John*
MOLLIE RAY ES	Black, Kelley
MOSS PARK ES	VanAlstyne, Kim
MOSS PARK ES	Whalen, Lisa
O-TECH AVALON/WINTER PARK	Trickey, Amy
O-TECH SOUTH	Oates, Megan*
OAK RIDGE HS	Jackson, Jenevieve
OAKSHIRE ES	Stahr, Jessica
OCOE ES	Frank, Tim
OCPS ACE	Laster (Sermons), Amanda
OCVS	O'Meara, Natalie
OCVS	Thuringer, Sandra*
ODYSSEY MS	Honeycutt, Misty
OLYMPIA HS	Tillman, Donald
ORLANDO GIFTED	Gutierrez, Christina
PALM LAKE ES	Butler, Angel
PALMETTO ES	Sweet, Emily*
PIEDMONT LAKES MS	Falana, Andrea
PIEDMONT LAKES MS	Gatlin, LaDerrick
PINELOCH ES	Rojas, Raisa
PROJECT COMPASS	Davies Jr., Albert
ROBERTO CLEMENTE MS	Morgan, Debra
ROBINSWOOD MS	Faireconeture, Sandra
ROBINSWOOD MS	Smith, Lonnell
ROLLING HILLS ES	Pierce, Tasha
SOCIAL WORKER	Ocasio, Steven
SOUTHWEST MS	Macey, Karen
SPRING LAJE ES	Mundyschein, Sean*
STONE LAKES ES	Gerardi, Sharon
SUN BLAZE ES	Gutierrez, Jacqueline
SUNSET PARK ES	Weisberg, David*
SUNSHINE ES	Haas, Alycia
TILDENVILLE ES	Figuroa, Enid
TIMBER CREEK HS	Holt, Gabriel
TIMBER CREEK HS	Rapp, Lisa
TIMBER CREEK HS	Souza, Jason*
TIMBER SPRINGS MS	Blue, Arnita
UNIVERSITY HS	Kouatli, Kristi
UNIVERSITY HS	Scott, Paul
VILLAGE PARK ES	Williams, Jordan
WASHINGTON SHORES ES	Smith, Rhonda
WATER SPRINGS MS	Bowles, Andrea
WEKIVA HS	Rasmussen, Ryan
WESTPOINTE ES	Jordan, Empress
WESTPOINTE ES	McClure, Heidi
WHISPERING OAK ES	Hartman, Deborah
WINDERMERE HS	Rawlings, James
WINDERMERE HS	Crichlow, Kathryn*
WINTER PARK HS	Albright, Ron*
WINTER PARK HS	Short, Fred*
WYNDHAM LAKES ES	Miller, Christie

*Attended meeting in person.

AR Attendance August 15th, 2022

Board Position	Board Member
CTA President	Clinton McCracken
CTA VP	Maira Rivera
CTA DIRECTOR	Bonnie Cox
CTA DIRECTOR	Gretchen Robinson
CTA DIRECTOR	Daphne Lewis
CTA DIRECTOR	Sarah Yelensky
CTA DIRECTOR	Erika Altensee
CTA DIRECTOR	Collen Fenton
CTA DIRECTOR	Megan Brown
CTA DIRECTOR	Sheryl Posey
CTA DIRECTOR	Amy Modesto
CTA DIRECTOR	Amy Swederski
CTA DIRECTOR	Katy Crichlow
Ex Officio	Ulysses Floyd
CTA Secretary	Ladara Royal
CTA Treasurer	Ashley Modesto
CHIEF OF STAFF	Christina Phillips

Orange County Classroom Teachers Association Representatives Meeting

August, 15, 2022

Meeting Convened at 5:05 PM

Submitted by: OCTTA Secretary Ladara Royal

OCCTA President Clinton McCracken opened with a welcome address acknowledging indigenous land on which we share and advocate on.

Approval of Minutes: N/A no previous minutes to approve

President's Report:

- President stated that he is there to support and be accessible
- All AR manuals have been updated. There is also a need for more AR appointments.
- There will be improvement in communication between the union and its members:
 - 1) OCCTA newsletters will be no more than 2 pages
 - 2) OCCTA Website improvements have commenced:
 - a. Member concerns google form
 - b. Google form for bargaining suggestions
 - c. Links for contracts, MOUs, lesson plans etc.
- President McCracken highlighted this year governmental election cycles and the importance of all members voting and assisting endorsed candidates through volunteer efforts, voting pro-education candidates no matter the party line
- Membership: The goal this year is to increase the union's membership to 60% The union has dire need of recruitment to increase membership. There is also a need for committee members on the Membership and Organizing Standing Committee.

Membership Concerns:

Discussion was made on the following topics: STO and Corrective Schools concerning lesson planning, common planning, and CRMs; the use of early release Wednesdays; guidelines for 30/30; Breaks, and FAC committees at school sites, whether classified staff are to be included. Field Representatives that were present addressed each concern.

Treasurer's Report:

The Financial Report and Budget was given by OCCTA Treasurer Ashely Modesto, discussion was held.

Committees:

President McCracken stated that the following standing committees are open for membership: Budget and Finance, Constitution and Bylaws, Grievance, Elections, Government Relations, Howard Fenner Scholarship Committee, Human and Civil Rights, Marion Cannon Scholarship Committee, Membership and Organizing, Professional Development, and Minority Affairs. Ad Hoc Committees will be established and appointed by the President as needed. Sheryl Posey, Internant Director and Government Relations Chair gave a presentation concerning elections, voting, FEA Action Alerts, and the FEA Voters Guide.

Recognitions:

President McCracken acknowledged the Association Representatives who recruited the most members.

Next Meeting Dates:

The dates for the next AR meetings were provided.

There was a motion to adjourn the meeting by 100% in favor

Clinton McCracken, President

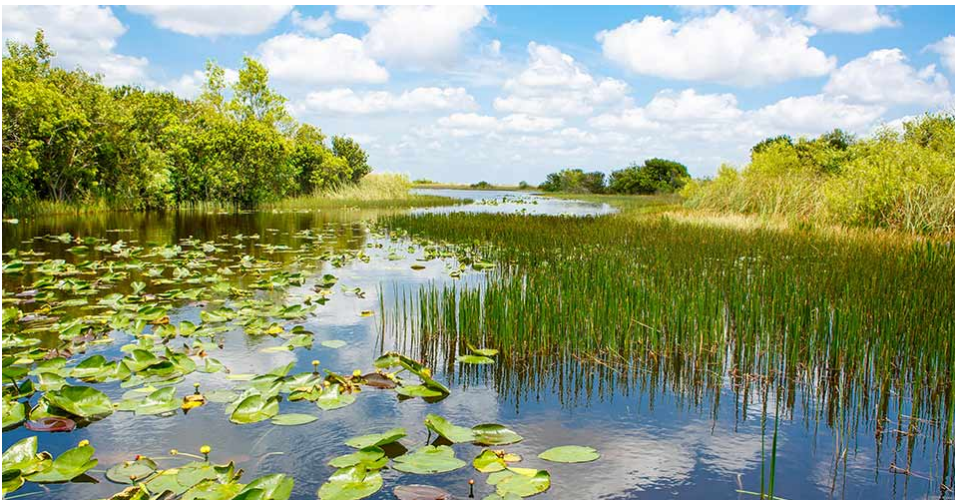
Maira Rivera, Vice President

Ladara Royal, Secretary

Ashley Modesto, Treasurer

LAND ACKNOWLEDGEMENT

We recognize that we are convening on the ancestral homeland of the Ais (Ah-Ees), Apalachee, Calusa (kah-LOO-sah), Timucua, and Tocobago tribes. The Seminole Tribe of Florida and the Miccosukee (me-co-sue-key) Tribe of Indians of Florida are two of three federally recognized Seminole nations, along with



the Seminole Nation of Oklahoma people. We wish to pay our respects to the elders, past, present, and future citizens. We strive to hold space and value the perspectives that these nations share regarding their histories, cultures, and traditions. Let us search our hearts for how we might build relationships with sovereign tribal nations to ensure access to inclusive spaces fostering innovation and collaboration. We have provided additional information for you to pursue this journey.

Additional Information

Find anti-bias children's books:

<https://socialjusticebooks.org/>

<https://www.firstnations.org/knowledge-center/books/>

<https://americanindiansinchildrensliterature.blogspot.com/>



Orange County Public Schools Worksites

<p style="text-align: center;"><u>David Cintron</u> david.cintron@floridaea.org 7712 407-810-4092</p>	<p style="text-align: center;"><u>Lucrecia Coty-Florestal</u> lucrecia.coty-florestal@floridaea.org 7720 407-810-4165</p>	<p style="text-align: center;"><u>La'Ebony Leggins</u> la'ebony.leggins@floridaea.org 7702 407-810-4097</p>
ELEMENTARY	ELEMENTARY	ELEMENTARY
Apopka ES	Aloma ES	Andover ES
Castleview ES	Avalon ES	Bay Lake ES
Clay Springs ES	Azalea Park ES	Catalina ES
Conway ES	Baldwin Park ES	Citrus ES
Dream Lake ES	Bay Meadows ES	Dillard St ES
Dr. Phillips ES	Bonneville ES	Eagle's Nest ES
Eccleston ES	Brookshire ES	Frangus ES
Hillcrest ES	Camelot ES	Hamlin ES
Hungerford ES	Castle Creek ES	Hiawassee ES
Killarney ES	Cheney ES	Hidden Oaks ES
Lake Gem ES	Chickasaw ES	Independence ES
Lake Silver ES	Columbia ES	Ivey Lane ES
Lake Sybelia ES	Cypress Springs ES	John Young ES
Lake Weston ES	Deerwood ES	Keene's Crossing ES
Lakeville ES	Dommerich ES	Lake Whitney ES
Lockhart ES	Dover Shores ES	Maxey ES
Lovell ES	Eagle Creek ES	Meadow Woods ES
Millennia Gardens	East Lake ES	MetroWest ES
McCoy ES	Endeavor ES	Mollie Ray ES
Orlando Gifted	Engelwood ES	Moss Park ES
Pineloch ES	Forsyth Woods ES	North Lake Park Comm.
Pinewood ES	Hunter's Creek ES	Oak Hill ES
Prairie Lake ES	Lake George ES	Oakshire ES
Princeton ES	Lakemont ES	Ocoee ES
Ridgewood Park ES	Lancaster ES	Orange Center ES
Rock Springs ES	Laureate Park ES	Orlo Vista ES
Rolling Hills ES	Lawton Chiles ES	Palm Lake ES
Rosemont ES	Little River ES	Panther Lake ES
Spring Lake ES	Millennia ES	Pine Hills ES
Sun Blaze ES	Palmetto ES	Sadler ES
Sunset Park ES	Pinar ES	Sand Lake ES
Tangelo Park ES	Riverdale ES	Riverside ES
Wetherbee ES	Sally Ride ES	Rock Lake ES
Wheatley ES	Shingle Creek ES	Shenandoah ES
Wolf Lake ES	Stone Lake ES	Summerlake ES
Wyndham Lakes ES	Stonewyck ES	SunRidge ES
Zellwood ES	Southwood ES	Sunshine ES
K8 SCHOOL	Sunrise ES	Three Points ES
Audubon Park K8	Timber Lakes ES	Thornebrooke ES
Kelly Park	Union Park ES	Tildenville ES
OCPS ACE K8	Ventura ES	Village Park ES
Windy Ridge K8	Vista Lakes ES	Washington Shores ES
	Vista Pointe ES	Water Spring ES

MIDDLE SCHOOL	Waterbridge ES	West Oaks ES
Apopka MS	Waterford ES	West Creek ES
College Park MS	Winegard ES	Westbrooke ES
Conway MS		Westpointe ES
Howard MS	K8 SCHOOL	Whispering Oak ES
Lockhart MS	Arbor Ridge K8	Windemere ES
Meadowbrook MS	Lake Como K8	K8 SCHOOL
Memorial MS	Pershing K8	Blankner K8
Piedmont Lakes MS	Wedgefield K8	MIDDLE SCHOOL
Roberto Clemente MS	MIDDLE SCHOOL	Bridgewater MS
Westridge MS	Avalon MS	Carver MS
Wolf Lake MS	Corner Lake MS	Chain of Lakes MS
	Discovery MS	Freedom MS
HIGH SCHOOL	Glenridge MS	Gotha MS
Apopka HS	Horizon West MS	Hamlin MS
Boone HS	Hunter's Creek MS	Innovation MS
Colonial 9 th GradeCenter	Lake Nona MS	Lakeview MS
Colonial HS	Legacy MS	Ocoee MS
Dr. Phillips HS	Liberty MS	Odyssey MS
Edgewater HS	Maitland MS	Robinswood MS
Evans HS	Meadow Woods MS	Southwest MS
Jones HS	South Creek MS	SunRidge MS
Lake Nona HS	Timber Springs MS	Water Springs MS
Wekiva HS	Union Park MS	Walker MS
		HIGH SCHOOL
EXCEPTIONAL / ALT. ED	HIGH SCHOOL	Cypress Creek HS
Acceleration Academy West	East River HS	Horizon HS
Acceleration Academy East	Freedom HS	Lake Buena Vista HS
AMIKids Orlando	Oak Ridge HS	Ocoee HS
BETA	Timber Creek HS	Olympia HS
Simon Youth Academy	University HS	West Orange HS
Devereux	Winter Park HS	Windemere HS
Juvenile Offenders Program	Winter Park 9 th Grd Cntr	EXCEPTIONAL / ALT. ED
OCVS	EXCEPTIONAL / ALT. ED	Magnolia
Orange Youth Academy	A25 Bithlo	Silver Pines Academy K12
PACE	TECHNICAL SCHOOLS	Universal Education Center
Project Compass	Avalon Campus	Washington Shores PLC
Positive Pathways	East Campus (Winter Park)	TECHNICAL SCHOOLS
Hospital Homebound	Orlando Campus (Main)	West Campus
ESE Transition - School Psychologists	ADMINISTRATION	South Campus
	Kaley Professional Development Ctr.	
ADMINISTRATION		
Ft. Gatlin		
Multilingual Services		
RBELC		

2022-2023 Instructional Evaluation Quick Guide for Teachers and Non-Instructional Personnel

The dates below may reflect a Monday following a designated due date. Per the contract between The School Board of Orange County and The Orange County Classroom Teachers Association, when the actual day of the due dates listed within Article X of the contract falls on a weekend or non-duty day, the due date shall be the next scheduled duty day.

Important Dates

August 23	First-day observations may be conducted in iObservation for teachers who started on the first day of pre-planning. A coaching observation is required to be completed on the coaching observation form, prior to any evaluative observations. <i>This may only occur after a teacher has worked 15 duty days.</i>
September 7	Last day for teachers to be identified as Category 2B that began their assignment on 8/2/22.
October 4	All Deliberate Practice Plans must be submitted by teachers in iObservation. <i>This is required by the 45th duty day worked. All teachers hired before October 10, 2022, are required to complete a Deliberate Practice Plan.</i>
October 10	Teachers hired on, or after, this date are Temporary Contract and are required to have 1 formal observation process, 2 informal Domain 1 observations, and Domain 4 observations as dictated by their category. Temporary Contract teachers are not required to complete the Deliberate Practice process. If a Deliberate Practice plan is not completed, that component will not be calculated into the evaluation score.
October 17	Last day for administrators to review Deliberate Practice plans submitted on or before October 4, 2022, approving or providing feedback for the plans in iObservation.
October 31	Last day for teachers to resubmit Deliberate Practice Plans that required revision in iObservation.
November 7	Last day for Administrators to rate the Element "Developing a Written Growth & Development Plan" in a Domain 3 observation.

November 15	Last day for Category 2A teachers to receive their first evaluative observation (formal or informal).
December 1	Last day for teachers to request an additional observation for the first semester.
December 13	Teachers hired on or after this date should be identified as a Category 4.
January 3	Last day for <u>non-evaluative</u> Domain 4 observations to be completed for Category 2A and <u>evaluative</u> Domain 4 observations to be completed for Category 1 & 2B teachers. Last day for midpoint evaluations to be completed for Category 1 & 2B teachers.
March 1	Last day for Category 2A teachers to receive a second evaluative observation (informal or formal).
April 3	Last day for teachers to complete the Deliberate Practice process in iObservation. Last day for teachers to request an additional observation.
April 17	Last day for administrators to rate the element "Monitoring Progress Relative to the Professional Growth & Development Plan" in a Domain 3 observation.
April 28	Last day for Domain 1, 2, and 3 observations to be conducted;
May 1:	Last day to finalize Deliberate Practice plans and complete final evaluations for all categories of teachers.

2022-2023 Instructional Evaluation Quick Guide for Teachers and Non-Instructional Personnel

22-23 Category & DF Observation Requirements

Teachers can only be observed for evaluation purposes for the number of observations as identified for their category, unless additional observations are requested as outlined in the contract.

Teacher Categories

Category 1: Teachers who are in their 1st, 2nd, or 3rd year of teaching & are new to the profession.

Category 2B: Experienced teachers who are in at least their 4th year of teaching & are:

- a new hire to CCPS
- assigned to teach a new subject area or level that is different from their previous assignment
- assigned to a school with a different population of students from their previous assignment
- between a 1.5 & 2.3 for their Instructional practice score from the previous year

Category 2A: Teachers who are in at least their 4th year of teaching.

Category 3: Teachers who have been determined to be less than effective in the classroom either through observable behaviors that may result in an unsatisfactory rating or who fail to achieve gains based upon the final student growth test scores.

Category 4: Teachers who teach 80 student days or less between the first student day & May 1.

Observation Types

Informal	Formal	Growth Plan
<ul style="list-style-type: none"> Coaching observations Evaluative informal Domain 1 observations 	<ul style="list-style-type: none"> Formal observation process (Domains 1, 2, & 3) & Domain 4. 	<ul style="list-style-type: none"> Additional Domain 1 observations to observe <u>only</u> the Deliberate Practice target element The Domain 3 observation of the element "Developing a Written Growth & Development Plan". The Domain 3 observation of element "Monitoring Progress Relative to the Professional Growth & Development Plan"

iObservation Forms

Coaching	Domain 1	Domain 2	Domain 3	Domain 4	Non-Classroom Instructional Support Personnel
<ul style="list-style-type: none"> Non-evaluative The purpose of a coaching observation is to look for evidence of implementation of professional development, provide actionable feedback while identifying predominant practices for effective instruction A coaching observation is required prior to conducting evaluative observations No maximum number of coaching observations 	<ul style="list-style-type: none"> Evaluative Used for informal & formal observations of classroom instruction <ul style="list-style-type: none"> Informals: minimum of 10 minutes Formals: minimum of 30 minutes Feedback should be provided by the assessing administrator 	<ul style="list-style-type: none"> Evaluative Used for rating the planning part of the formal observation process Requires a face-to-face meeting (pre-conference) Must occur 1-5 duty days prior to the Domain 1 formal observation 	<ul style="list-style-type: none"> Evaluative Used for rating the reflection portion of the formal observation post-conference in a face-to-face meeting 1-5 duty days post Domain 1 formal observation Used for rating each of the Deliberate Practice process elements 	<ul style="list-style-type: none"> Non-evaluative &/or evaluative based on category requirements Used for rating the Collegiality & Professionalism Domain Requires collaboration between teacher & administrator <ul style="list-style-type: none"> Teachers may request a face-to-face conference Conducted twice per year 	<ul style="list-style-type: none"> Evaluative Used for rating all domains for the collectively bargained roles assigned to this form Must use the Non-Classroom Instructional Support Personnel form to complete the necessary informal & formal observation processes



COMING SOON!!

Florida Education Association-Retired \$150 INNOVATIVE GRANTS

Are you an FEA member? Do you have an idea that would benefit your students? Is there a project you would like to do in your classroom that you otherwise cannot afford?

APPLICATIONS AVAILABLE AUGUST 1

See your Building Rep or contact your FEA-Retired District Director for a quick and simple application!



FLORIDA EDUCATION ASSOCIATION RETIRED
Innovative Grant Application Form
Must be submitted by September 30, 2022

Please type or print this information.

Applicant Name(s):				E-Mail:	
School:					FEA Member?
School Address	City	State	Zip	Phone:	
Home Address	City	State	Zip	Phone:	
Name of Local Organization:				Local President:	
Grade Level:				Subject Area:	
School Principal's Name (Printed)				School Principal's Name (Signature)	

Criteria: The \$150.00 innovative grant will be allocated to an educator for a project that will add to efficient and effective teaching and enhance student learning. After receiving your allocation, please send a follow-up report detailing how the money was spent and what was accomplished.

To apply for the FEA-Retired Innovative Grant, **Please attach a SUMMARY OF YOUR PROPOSAL (200 words or less)** and return it along with this form to your local retiree District Director.

Signature

Title

Date

Return to:

Name: Gayle Hodges

Address: 807 Appleton PL

Email: Oviedo, Florida 32765

CTADEspa 2018 @gmail.com



Lesson Plans and Curriculum Resources Materials Guidelines 2022 - 2023

1. Are we required to use CRMs?

The 2019 [Lesson Plan Settlement Agreement](#) confirms that the use of CRMs or any other Lesson Plan template is not required. “OCSB acknowledges and agrees that teachers are not required to use Curriculum Resource Materials (“CRMs”) or any Lesson Plan Template.”

The [contract](#) Article VII. Teacher Right and Responsibilities (page 27) states “the administrator has the right and obligation to question, consult, and direct whenever necessary.” OCPS explained on their Frequently Asked Questions that administrators cannot require a specific lesson plan template or the use of CRMs, but they are able to guide and direct instruction. That includes an expectation of standards based instruction and the use of specific instructional strategies, based on the need of students to provide comprehensible instruction and teach for student understanding.

2. What can I do to protect myself if I choose not to use the materials included on the CRMs?

OCCTA and [FEA](#) recommend using only materials for instructional and educational purposes that have prior approval through state standards or the school administrator. Having material previously approved by the district or school will protect you from possible complaints made due to new legislation ([F.S. 760.10](#) / [F.S. 1000.05](#) / [F.S. 1003.42](#) / [F.S. 1006.28](#)).

OCCTA members; for additional information contact us at 407-298-0756 or at orangecta@gmail.com.



Hispanic Heritage Month Community Celebration Event

Next date: Thursday, September 29, 2022 | 05:00 PM to 08:00 PM

Orlando Mayor Buddy Dyer and District 2 City Commissioner Tony Ortiz invite you to the 16th edition of the City of Orlando's Hispanic Heritage Month Celebration Event.

This free event gathers our community to celebrate the heritage, culture and contributions of Hispanic residents to our city and nation with Latin food, music and entertainment.

Free Parking

Park in the Gate E entrance at Camping World Stadium on South Tampa Avenue.

Date and time

Thu, September 29, 2022
5:00 PM - 8:00 PM EDT

Location

Camping World Stadium
1 Citrus Bowl Place
Orlando, FL 32805

New Member Drive

August 16, 2022-
January 31, 2023

MORE MEMBERS=MORE POWER
AT THE BARGAINING TABLE

**HELP GROW
OUR UNION TO
8,000 MEMBERS!**

1-3 new members = \$5.00 (up to \$15)
4-6 new members = \$10.00 (up to \$30)
7 + new members = \$20.00 (No Limit)

*You must include your name as the recruiter on each new member application in order to receive the incentive. Checks will be mailed in January 2023.

**RECRUITED
MEMBERS**

ALL NEW MEMBERS WILL RECIEVE
A \$20.00 WAWA GIFT CARD!

**THERE IS NO
UNION
WITHOUT
YOU IN IT!**



CTA

Orange County Classroom Teachers Association
FEA | NEA | AFT #7648





Orange County Classroom Teachers Association
Local 7448, AFT, AFL-CIO, FEA and NEA

Join CTA at this year's

Most Colorful Parade

INTERESTED IN ATTENDING?

SCAN QR CODE



**SATURDAY
OCTOBER 15, 2022
LAKE EOLA**

**MORE INFO WILL BE
SHARED AT LATER DATE**



Orange County Classroom Teachers Association

1020 Webster Avenue, Orlando, FL 32804

Phone (407) 298-0756 FAX (407) 290-8799

Be part of your Union and join your colleagues in protecting due process and promoting a quality public education for all students.

Birth Date

Employee ID #

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Union Activists Needed!

Check if you are interested in working for your union.

- ☐ Being a part of the school or worksite leadership team
- ☐ Membership and Organizing
- ☐ Government Relations
- ☐ Professional Development and Training
- ☐ Human and Civil Rights

FIRST

LAST

MI

NAME			
ADDRESS			
CITY, STATE			
PERSONAL E-MAIL			ZIP Code
PHONE # Home	CELL	Opt In for Text Messages Yes No	
WORK SITE	WORK #	WORK EMAIL	

Choose one method for payment of dues:

- ☐ **Payroll Deduction:** I authorize and request Orange County School Board to deduct Orange County Classroom Teachers Association dues and assessments from my bi-weekly pay, and to transmit the deducted amounts to the Association office. I understand the School Board will discontinue dues deduction upon 30 days' written notification to both the Association and Board. I understand that dues, assessments, contributions or gifts to the OCCTA are not tax deductible as charitable contributions for federal income tax purposes although a portion of the dues may be tax deductible under other provisions of the Internal Revenue Code.
- ☐ **Check:** I hereby agree to pay to the Association the dues and assessments described above and as may be prescribed by the Association and certified to the School Board for each year thereafter. **Check must be attached to application. It is your responsibility to call each year for possible change in dues amount. Cash payments must be paid the first working day of the new school year.**

Important note: You must check your paycheck each year to be sure dues are being deducted from each paycheck. A break in service or other situations may cause your deductions to be suspended or stopped. Be proactive and check each paycheck.

****Prior issues are not covered; you are a member as of our stamped received date. ****

Fax applications into the number above, make a personal copy, and send original to CTA by courier or by email.

orangecta@gmail.com

X

Applicants Signature Required

Date

Print Recruiter Name/CTA Representative

CTA 22 Payroll Deductions 2022/2023

Full Time Instructional \$30.80 per pay period
Part Time Instructional \$15.40 per pay period

Form Received from: (please check one)	
AR	Website
Walk In	AFT/NEA
Event	Field Rep
Staff	Governance
Email	Other