



Report of the Training, Information and Development Division

March 15, 2011

WE ARE ONE

CTA, the California Federation of Labor and other labor unions joined together on February 22 for a Candlelight Vigil at the State Capitol to show that “We Are One” with our colleagues and public employees in Wisconsin and other states where collective bargaining rights are under attack. Wisconsin Governor Scott Walker is scapegoating working families for state budget problems and using the budget deficit as an excuse to attack middle class America. Public employees in Wisconsin have already agreed to pay cuts, but Walker and the Republican-controlled legislature showed their real agenda by passing a bill that destroys the rights of teachers and most public sector workers to have a say in their profession. CTA President David A. Sanchez told the crowd that this fight affects all of us. Watch videos of the rally at www.cta.org and on CTA’s Facebook page. CTA Communications and TID staff assisted in planning and promoting rallies in Sacramento, Oakland and San Diego. You can help by joining the NEA National Petition for Workers’ Rights and by contributing to the [51 Fund](#) to support protests and rallies across the country.

WEARING RED FOR ED

As the governor’s deadline to approve a state budget and put a temporary five-year tax extension that would protect schools and other services from deeper cuts on the June ballot looms closer, Communications, Training Information and Development and Governmental Relations staff developed and distributed the first packet of materials to help leaders, members, parents and others understand why it is necessary to support the governor’s budget plan and organize local events for March 15. So far, more than 19,000 pink slips have been issued to California educators. CTA and the Education Coalition mobilized for a day of events across the state. A news conference was held on March 14 in Sacramento as teachers, students and administrators talked to lawmakers about the impact of the state budget cuts on schools and colleges and the need to keep current taxes in place. Superintendent of Public Instruction Tom Torlakson is joining education leaders for a news conference and rally on March 15 in San Bruno. Everyone is asked to wear red on March 15 to show support for public schools.

A number of resources were created for CTA members to use. The packet of materials, which will be expanded in the coming weeks, currently includes:

[State Budget Fact Sheet](#)

[State Budget Q&A](#) 

[Local Event Ideas](#) 

[Member Flyer](#) (customizable)


[Parent Flyer](#) (customizable)

[State Budget Palm Card](#)

[Education Coalition Talking Points](#) 

[CTA Legislative Alert](#)

CTA Budget Priorities [[K-12](#)] [[Community Colleges](#)] [[California State Universities](#)]

Tips for Talking with Lawmakers [[Democrat](#)] [[Republican](#)] 

As these temporary tax extensions are just one step in what is needed to fund our schools, staff also created a [Tax Fairness](#) section on the CTA website, as well as a [new video](#) where you can learn more information about taxes in California. <http://www.youtube.com/watch?v=0VTVsmqoB8M>.

QEIA: CHANGING THE FACE OF EDUCATION REFORM

A series of QEIA Site Contact meetings were held in Emeryville, Santa Ana and Pasadena. Attendance was solid, with over 250 participants across the three meetings. At each meeting, the Site Contacts spent the morning in self-selected groups reviewing the “lessons learned” from the CTA report, *QEIA: Lessons from the Classroom*, and discussing the implications and possibilities for their own schools. This was followed by a skills session to address the question: *What are some strategies for sharing this information with your own school and community?* In the afternoon, staff from the QEIA Technical Assistance Centers located in Los Angeles and Sacramento presented information on what it means now that every QEIA school has to fully meet its yearly targets. In the past three years, schools have had interim or partial targets and were allowed to “substantially” rather than fully meet the goals as they ramped up to full implementation.

The word about QEIA as a teacher-led and successful school improvement model is spreading and generating increasing interest. In March, CTA is hosting two separate visits to various QEIA schools. On March 7-9, Andrew Hargreaves and Dennis Shirley from Boston College visited California to learn more about QEIA and to see whether the schools fit the definition they have developed about organizations that “perform beyond expectations.” For several years, these two academic researchers have studied organizations in sports, education and business to determine which exceed their peers on various measures of performance and what those organizations have in common. Based on what they have heard about QEIA, Hargreaves and Shirley are anxious to investigate QEIA further. They visited Marilyn Elementary in Livermore and Bridge Street Elementary in Yuba City to speak with CTA members. They are also interviewing a number of people within and external to CTA about QEIA.

Later this month, CTA is hosting a visit by Jo Anderson, Senior Advisor to U.S. Secretary of Education Arne Duncan. On many visits to Washington D.C., CTA officers, board members and staff have been advocating that QEIA represents a reform strategy that works. Anderson is planning see for himself when he visits QEIA schools in Northern and Southern California.

STATE BOARD OF EDUCATION RECONSIDERS PARENT TRIGGER REGULATIONS

The California Department of Education is drafting new regulations for the State Board of Education to consider regarding the so-called parent trigger law. On February 22, CTA IPD staff attended a Parent Empowerment Work Group at the Department of Education, which included advocacy groups, employee unions and parent organizations. This meeting occurred just as the Compton School Board rejected the first parent-trigger petition to convert McKinley Elementary School to a charter school. The Compton Board rejected the petition due to irregularities in the petitioning process and signature gathering, harassment of parents and improved student achievement at the school. McKinley is a QEIA school and has made steady progress over the last two years. The state Work Group discussed many of these issues, identifying what is unclear in the parent-trigger law, what is missing in the law, and what else is needed. The intent of these discussions is to address concerns that would help provide direction about the petitioning process, signature gathering process, notification of parents, intervention models and the charter petitioning process. Protections for school staff, parents, and students also need to be addressed in the new regulations. The State Board will consider new and final parent-trigger regulations at its meeting in April.

TEACHERS FOR HEALTHY KIDS: EDUCATORS AND STUDENTS ANSWER QUESTIONS REGARDING WATER ACCESS IN PUBLIC SCHOOLS

Most children in California's schools do not have access to free, clean tap water. Not only is this an equity issue, but it is also a public health concern. Free, clean tap water is an anti-obesity strategy with positive side effects. It has zero calories and keeps the body hydrated. Inadequate hydration can have an adverse impact on academic and physical performance. In December 2010, CTA members were recruited to participate in a brief online survey. A total of 995 respondents completed the survey. Youth focus groups were conducted at four high schools in California to clearly understand the students' perspectives. According to the findings, both teachers and students support and desire access to clean, drinkable tap water in schools. However, water quality was a major concern. Educators reported that in older schools, rusted pipes made them and students suspicious of drinking the water. Water fountains in schools were also reported to be dirty and unusable. Throughout the survey, students reported heavy consumption of sugar-sweetened beverages, particularly sports drinks and energy drinks. Finally, the findings revealed that CTA members who took the survey were supportive of having their local association involved in addressing the issue of inadequate water access and consumption in schools. They believed that their association can influence key decisions that support important water promotion policies.

CHAPTER ASSISTANCE AND TRAININGS

CTA is hosting a groundbreaking event for National Board Certified Teachers (NBCT) on March 18, 2011 as a pre-session at the Good Teaching Conference. This is an excellent opportunity for local leaders to engage with one or more of their National Board teachers. This is not just a training, but an interactive day in which participants will engage in conversations with local leaders, NBCTs and educators about how National Board Certification can strengthen their local associations by focusing on quality professional development to: increase quality instruction, increase school capacity, and build a positive school culture. For more information, contact Stacy Begin at sbegin@cta.org.

Over five hundred CTA members engaged in the activities of the twentieth annual Equity and Human Rights Conference. On Friday night members were energized by the compelling story of our guest speaker, Ms. Consuelo Castillo Kickbusch, a retired Lieutenant Colonel in the U.S. Army, and Founder and President of Educational Achievement Services, Inc. The conference was highlighted by the Saturday luncheon honoring nine Human Rights Awardees plus the various workshops. The Human Rights award honorees included: Clyde L. Hodge of the Stockton Teachers Association - the Jim Clark American Indian/Alaska Native Human Rights Award; Andrés Ramon Martín of the Ramona Teachers Association - the César Chavez "Si Se Puede" Human Rights Award; Janet Eberhardt of the United Educators San Francisco - the CTA Member Human Rights Award; Dan Reynolds of the Mt. Diablo Education Association - the CTA Peace and Justice Human Rights Award; Robert Ellis of the United Teachers of Richmond - the Lois Tinson Human Rights Award; Lisa N. Buckner of the Bakersfield Elementary Teachers Association – the Nancy Bailey Leadership in Lesbian and Gay Issues Human Rights Award; Les Nakasaki of the Garvey Education Association – the Pacific Asian American Human Rights Award; Aurora Vinci of the New Haven Teachers Association – the Physically/Mentally Challenged Students' Issues Human Rights Award; the Mt. San Antonio College Faculty Association (Jennifer Galbraith, President) – the CTA Chapter Human Rights Award.

The conference concluded with a brief concert by the Grammy Nominated Vocalist, Linda Tillery. Members left energized and rededicated to the cause of social justice and equity when serving our students.

Requests for the Unconscious Bias Training Modules (1-5) continue to grow. The trainings are being conducted in all four regions for local chapters; individual school sites; certificated and classified staff; students and administrators. The HR/CO department held a one-day, follow-up training

involving its cadre trainers in which staff provided a more in-depth training of the Unconscious Bias Overview workshop. The training also provided the opportunity to conduct a self-assessment of training skills in an effort to help master style and knowledge of the workshop content. The San Juan Teachers Association is offering the Unconscious Bias training as part of its professional development program through March 30. Additional trainings are taking place in Napa Valley (administrators), Antioch Education Association, Dublin Teachers Association, Cesar Chavez Middle School in Union City, Markham Elementary in Oakland, New Haven Teachers Association, CSU Sacramento SCTA and the United Teachers of Pasadena Executive Board.

HR/CO staff is working with several chapters to provide bullying trainings and human rights assistance. Staff consulted with the San Ramon Valley Education Association about organizing around human rights and equity issues as the result of a recent hate crime incident targeting a member's sexual orientation; consulted with Ramona Education Association and staff about conducting bullying and GLBT workshops; and in a proactive effort to raise awareness of bullying behavior before it occurs, staff is presenting a bullying training to members of the Mother Lode Teachers Association in Placerville. In recent months, bullying has become a serious problem in our local schools. Raising awareness of bullying behavior before it happens is one important step local chapters can take to ensure a conducive and safe learning environment.

The Alum Rock/East Side Public Engagement Project is moving towards its second Community Conversation. The Committee looked at the discernment process and prioritized its top three topics for the next conversation. The selected topics are: Parent Education, Collaboration/Communication and Safety. The Sponsoring Committee will meet this month to plan the next Conversation which will take place on Saturday, April 9, 2011 at James Lick High School.

In various community organizing efforts, the Redwood City Teachers Association, Campbell Elementary Teachers Association, and South San Francisco Classroom Teachers Association are interested in putting together a community outreach plan. Vacaville Teachers Association received a Community Outreach grant for a community/member viewing of the film "Race to Nowhere". They will convene a community forum immediately following the movie. Department staff is working closely with the United Educators of San Francisco as they are in the process of developing a joint CTA/CFT community outreach brochure that will be used to make UESF more visible at community events. The Napa Valley Educators Association will be hosting an Association dinner for their Parent Teachers Association as part of building outreach capacity. Staff met with the Burbank Education Association Rep Council to create a community outreach organizing committee.

Community Outreach and local staff met with the president and vice-president of the Compton NAACP to discuss the Parent Trigger law and how it was applied and misused in the school district. From the discussion, a plan of action was developed. The Compton NAACP and the League of United Latin American Citizens (LULAC) will co-sponsor a Parent Forum at a Compton school. The discussion will involve a non-partisan discussion of the impact of the Parent Trigger law and the need for parents to be informed. Community Outreach staff is also working with the Compton NAACP president to outreach to the local NAACP chapter in San Diego where other parent trigger discussions are starting to happen.

Communications staff developed a series of membership recruitment flyers touting member benefits for the Snowline Teachers Association representation campaign; helped the Vacaville Teachers Association do press around a student fitness program; presented Social Media for Organizing training to the San Diego RRC; and provided communications and media assistance to the Fontana Teachers Assn., La Habra Education Assn., National City Elementary Teachers Assn., Garden Grove Education Assn., Desert Sands Teachers Assn., Sweetwater Education Assn., and the Carlsbad Unified Teachers Assn.

RAA 2011 SERVED UP A GOOD BOOK AND A DAY OF READING

Read Across America 2011 found students, teachers, parents, celebrities and reading enthusiasts in communities from Sacramento to San Diego serving up good books, great reading and wonderful events on March 2. CTA President David A. Sanchez and CTA RAA Honorary Chair Tom Pizzica from the Food Network read to wide-eyed preschoolers at Las Americas Preschool in San Francisco, with UESF President Dennis Kelly, UESF Vice President Linda Plack and CTA Board Member and RAA Committee Chairperson Bonnie Shatun. CTA Vice President Dean Vogel and RAA Honorary Chair Doreen Fang - a restaurant consultant, food blogger and finalist on the Next Food Network Star program, read to young patients at the Loma Linda Children's Hospital in Loma Linda. CTA Secretary-Treasurer Gail Mendes and RAA partner Tracy Marks of the Souplantation read to eager first graders in San Diego. Hundreds of RAA events were held that day and throughout the week. Check out a sampling of photos, videos and a helpful list of reading resources at <http://www.cta.org/Parents-and-Community/Read-Across-America/Index.aspx>.

STUDENT CTA

Negotiations have taken place with National University regarding the creation of a statewide SCTA chapter with branches at their various satellite locations across the state. National is the largest single producer of credentialed teachers in California and has proven difficult to organize in the past. Meanwhile, this spring SCTA will focus on a statewide community service project supporting the organization: Stand Up For Kids. Chapters and members are encouraged to support local Stand Up for Kids' programs, which service homeless youth across the state.

PRINT AND ONLINE PUBLICATIONS

Educator:

The next issue of the *Educator* will look at school districts' and teachers' responsibilities to create safe schools, and specifically to address GLBT bullying. The main story highlights successful Gay-Straight Alliances, support programs and ways to integrate GLBT issues into the curriculum. The issue also features students writing about what they wished their teachers knew about GLBT bullying. There will be additional resources online. Upcoming issues will include a focus on plagiarism and how to avoid it, as well as looking at the use of social media – Twitter, Facebook and others – in schools.

Community College Advocate:

Work has also begun on the next issue of the *CCA Advocate* that will feature updates on the CCA-CCC merger, as well as what faculty can expect with looming budget cuts.

Facebook:

Since CTA's first Facebook post with information about what was happening in Wisconsin, CTA's fan base has grown and total views for our Facebook page in just one month exceeded 300,000, with more than 3,000 comments and/or "likes" by fans. The CTA Facebook community is organizing online, sharing news and information, and offering support to each other in ways we never could before. CTA will continue cultivating this group and encouraging members to speak out about the work educators do every day in our schools, as well as the need for stable funding for our schools and colleges. The top five cities represented on CTA's Facebook community are Los Angeles, Pleasanton, Irvine, Sacramento and San Diego. Be sure and check out CTA's newest Facebook landing page promoting "Red for Ed" on March 15. It features links to resources, event ideas, and a place to share stories.

Twitter:

Meanwhile, CTA now has more than 1,600 followers on Twitter, and has been heavily involved in promoting union rights and solidarity with Wisconsin this month.

<http://www.twitter.com/cateachersassoc>.

www.CTA.org:

In addition to the Read Across America, We Are One and other videos currently on the CTA website, TIDD staff is putting the finishing touches on a GLBT anti-bullying video to complement this very real issue that will be featured in the next issue of the *Educator*. The video features Hanford High School teacher Myndi Hardgrave and the Gay Straight Alliance she started for students at her high school. Myndi discusses bullying and what needs to be done to stop it. Students from the Gay Straight Alliance are also interviewed on the topic.

Other updates include:

- Wisconsin We Are One rallies videos, photos and support information
- Read Across America event coverage, videos, photos
- Revised Conference Report Form
- New RIF documents in Legal section
- New Member Center
- Retirement/Pension section

Instruction and Professional Development Workshops - Board Update Report

Start Date: 2/18/2011
End Date:
Workshop: QEIA Annual Site Contact Meeting
Location: Doubletree, Santa Ana
Contact: Jane Robb
Trainer: All IPD Consultants
Region: 3 & 4

Start Date: 2/18/2011
End Date:
Workshop: Understanding Special Education
Location: CARS+Convention, Sacramento
Contact: Debbie Bahler
Trainer: Ellen Gervase
Region: All Regions

Start Date: 2/18/2011
End Date:
Workshop: Co-Teaching
Location: CARS+Convention, Sacramento
Contact: Debbie Bahler
Trainer: Stacy Begin
Region: All Regions

Start Date: 2/18/2011
End Date:
Workshop: National Board Certification
Location: CARS+Convention, Sacramento
Contact: Debbie Bahler
Trainer: Stacy Begin
Region: All Regions

Start Date: 2/22/2011
End Date:
Workshop: OTA Team Meeting TEAM for NBCTs
Location: Oceanside TA
Contact: Jennifer Skellet
Trainer: Stacy Begin
Region: 4

Start Date: 2/23/2011
End Date:
Workshop: Education for ALL-Cadre Training
Location: Santa Ana Educators Association
Contact: Norma Ortiz
Trainers: Ellen Gervase, Stacy Begin
Region: 4

Start Date: 2/25/2011
End Date: 2/26/2011
Workshop: Understanding Special Education
Location: CA League of High Schools, Sheraton Grand Sacramento
Contact: Stacy Begin
Trainers: Ellen Gervase, Stacy Begin
Region: 4

Start Date: 2/25/2011
End Date: 2/26/2011
Workshop: Advocating for Special Education & National Board
Location: Hilton Portland and Executive Tower, Portland, OR
Contact: Stacy Begin
Trainers: Stacy Begin, Angela Boyle
Region: All Regions

Start Date: 2/25/2011
End Date: 2/26/2011
Workshop: Panel on Priority Schools
Location: Portland, OR
Contact: Sheila Simmons
Trainers: Marlene Fong, Ben Ibale, Et al
Region: NEA

Start Date: 3/1/2011
End Date: 3/1/2011
Workshop: QEIA Site Contact Meeting - Winter 2011
Location: Sheraton Pasadena
Contact: Jane Robb
Trainers: Jane Robb, Norma Sanchez, Craig Nelson, Felice Strauss
Region: 3 & 4

Start Date: 3/4/2011
End Date: 3/6/2011
Workshop: It's Here! The New California Standards in English Language and Mathematics (Workshop 1)
Location: Equity and Human Rights Conference, Fairmont Hotel, San Jose
Contact: Reena Doyle
Trainers: Marlene Fong, Vernon Gettone
Region: All Regions

Start Date: 3/4/2011
End Date: 3/6/2011
Workshop: It's Here! The New California Standards in English Language and Mathematics (Workshop 2)
Location: Equity and Human Rights Conference, Fairmont Hotel, San Jose
Contact: Reena Doyle
Trainers: Marlene Fong, Vernon Gettone
Region: All Regions

Start Date: 3/5/2011
End Date: 3/6/2011
Workshop: Understanding Special Education; Impact and Implications for Classroom
Location: Equity and Human Rights Conference, Fairmont Hotel, San Jose
Contact: Reena Doyle
Trainers: Stacy Begin, Ellen Gervase
Region: All Regions

Start Date: 3/5/2011
End Date:
Workshop: I Can Do It Training
Location: San Diego RRC
Contact: Instructional Resource Team (IRT), Stacy Begin
Trainer: Instructional Resource Team (IRT), Stacy Begin
Region: 4

Start Date: 3/8/2011
End Date:
Workshop: KEYS to key~Orientation to KEYS
Location: Fontana TA
Contact: Cynthia Baca
Trainer: Stacy Begin
Region: 4

Start Date: 3/8/2011
End Date:
Workshop: Advanced SSC
Location: Stockton RRC
Contact: Vicki Marien
Trainer: Marlene Fong
Region: 2

Start Date: 3/9/2011
End Date:
Workshop: PLCs
Location: Reedley
Contact: Caroline Gonzales
Trainer: Marlene Fong
Region: 2

Start Date: 3/10/2011
End Date:
Workshop: Teacher Evaluation Presentation to Southeastern Service Center Coordinated Bargaining Councils
Location: Santa Fe Springs, Imperial UniServ
Contact: Jeff Good
Trainer: Norma Sanchez
Region: 3

Start Date: 3/11/2011
End Date:
Workshop: Special Education Issues
Location: Imperial UniServ
Contact: Gary Campbell
Trainer: Stacy Begin
Region: 4

Start Date: 3/12/2011
End Date:
Workshop: Training of Trainers Instructional Resource Team
Location: Norco, Region IV HQ
Contact: Teri Dulak
Trainers: Stacy Begin, Ellen Gervase
Region: 4

Start Date: 3/14/2011
End Date:
Workshop: Common Core State Standards & Special Ed Training
Location: Bishop
Contact: Laura Bowen
Trainers: Norma Sanchez, Stacy Begin
Region: 3

Start Date: 3/15/2011
End Date:
Workshop: Common Core State Standards & Special Ed Training
Location: Ridgecrest
Contact: Laura Bowen
Trainers: Norma Sanchez, Stacy Begin
Region: 3

February - March, 2011

Human Rights Department

Workshop Calendar – UPDATE

2010-2011

February

15 **Gay, Lesbian, Bisexual and Transgender Youth:
Breaking the Silence (101)**

Riverside Teachers Association

Trainers: Roger Kavigan, Laura Ancira

Contact: Sheri Scott, Staff

16 **Unconscious Bias**

Markham Elementary (Boys & Men of Color Project)

Trainer: Gail Watts

Contact: James Thrasher, Staff

16 **Bullying 101**

Associated Chino Teachers

Trainer: Reena Doyle

Contact: Don Taylor, Staff

17 **Unconscious Bias Module 3 (continued)**

American Mosaic – Los Osos High School

Trainer: Reena Doyle

Contact: Brian Jeffrey, Human Rights Contact

18 **CARE**

San Mateo Elementary TA

Trainers: Gail Watts, Reena Doyle

Contact: Gail Watts, Staff

- 19 **Ethnic Minority Leadership Development**
Bay Valley, Orange, Service Center One and Southeastern SCC
Trainers: Melissa Rogers, Chuck Mendoza, Laura Ancira
Contact: Susana Salas, Staff
- 22 **Unconscious Bias Module 3**
Inglewood Teachers Association
Trainer: Reena Doyle
Contact: Doug Mirk, Human Rights Contact
- 24 **Unconscious Bias Module 1**
Antioch TA
Trainer: Gail Watts
Contact: Rosemary Louissaint, Staff
- 26 **Ethnic Minority Leadership Development**
San Diego County SCC
Trainer: Sandra Thornton
Contact: Peg Myers, Chair

March

- 1 **Self Esteem**
San Leandro Teachers Associations
Trainer: Elaine Merriweather
Contact: Lynda Campfield, Human Rights Contact
- 2 **Unconscious Bias Module 3**
San Juan Teachers Association
Trainer: Rowena Russo
Contact: Steve Duditch, Chapter President

- 2 **Unconscious Bias**
 New Haven Red Council
 Trainer: Gail Watts
 Contact: Nicole Love, Staff
- 3 **Reducing the Risk of Teen Suicide**
 Pittsburg Education Association
 Trainer: Carla Schick
 Contact: Chris Coan, PEA President
- 3 **Unconscious Bias Module 2**
 Antioch EA
 Trainer: Gail Watts
 Contact: Rosemary Louissaint, Staff
- 4-6 **Rethinking Leadership**
Hope: A Radical Transformation
The “Model Minority Myth”
Understanding the System
Stressed (WLTP)
Self Esteem
GLBT Youth: Breaking the Silence 101 and 102
Unconscious Bias Overview
Child Abuse & Neglect
Bullying 101 and 102
 Equity & Human Rights Conference
 Trainers: Gail Watts, Rowena Russo, Sandra Thornton, Katherine
 Catanzarite, Douglas Marques, Terri Coggeshall, Roger Kavigan, Melissa
 Rogers, Chuck Mendoza, Laura Ancira, Alyson Brauning, David Hernandez
 Contact: Reena Doyle, Staff
- 8 **Unconscious Bias**
 CSU Sacramento
 Trainer/Contact: Gail Watts

- 9 **Unconscious Bias Module 4**
San Juan Teachers Association
Trainer: Rowena Russo
Contact: Steve Duditch, Chapter President
- 10 **Unconscious Bias Module 3**
Antioch EA
Trainer: Gail Watts
Contact: Rosemary Louissaint, Staff
- 15 **Communication for Effective Leadership**
Vallejo Education Association
Trainer: Katherine Catanzarite
Contact: Christil Watts, President