

December 9, 2019

Good morning! I hope each of you has a wonderful week!

Assistance Plans

This is the time of year that administrators are working on observations, and may place someone on an assistance plan. The contract is very clear that this plan is to include actual assistance, rather than just telling you what needs to be fixed. If you receive an assistance plan, I'd appreciate the opportunity to look it over to ensure it meets the contractual requirements. Of course you do not need to let me know about it if you choose not to, but if you'd like me to look it over, please contact me. These can be grieved if they aren't written properly.

Meeting with a Board Member

Today from 4:30-5:30, CVUSD Board President Joey Acuña will be at our CVTA Office to meet with members. Please attend if you have a topic you'd like to discuss with him. ***Initially, each person will be limited to 3 minutes, to allow everyone in attendance a chance to share.**

www.mycvta.org

Please take a few minutes to look over our website. There have been several updates, and you may find a resource or two you need.

CA Standards for the Teaching Profession (CSTP)

Every meeting I've ever been in that involved a teacher write-up/discipline, there has been a reference to not following the CSTP. I think it's important to share these with you. You are always held to these standards, whether it is an evaluation year or not. The full document can be found on our website, link above. In future emails, I will look at each standard in more depth.

Organization of the Standards -

The CSTP are organized around six interrelated domains of teaching practice. The following are the six standards:

- * Engaging and Supporting All Students in Learning
- * Creating and Maintaining Effective Environments for Student Learning
- * Understanding and Organizing Subject Matter for Student Learning
- * Planning Instruction and Designing Learning Experiences for All Students
- * Assessing Students for Learning
- * Developing as a Professional Educator

Together these six standards represent a developmental, holistic view of teaching and are intended to meet the needs of increasingly diverse teachers and students in California.

Next Pay Date

Just a reminder that our December payday is actually on January 2, 2020.

CVTA Site Reps - Signatures for Schools First Initiative

The deadline for the \$50 gift card contest is December 15th! Keep working on getting those signatures. So far, only one rep has turned them in, and she (VDS rep) has a lot of signatures!

We have four \$50 gift cards for 4 of you! The percentage will be based on the number of members at your site compared to the number of signatures you submit. Don't forget...you can also get signatures of family, friends, and neighbors!

Please submit the forms to the CVTA office by December 15th. Of course we will still collect them after that date, but you would no longer be eligible for the contest. You can also bring them to the Rep council meeting on 12/11 if you'd like.

CTA Scholarships

[Click here](#) to get all the information about scholarships offered by CTA for those of you with college-aged children (or yourself if you want to go back to school).

Contractual Issues Happening Right Now

[Find the contract here.](#) Here are the things we are working on:

- Grievances need to start at the informal level. This means that you have a conversation with your immediate supervisor, whether face to face or via email, in order to give them the opportunity to remedy the situation. It is important that you actually state, "This is my informal grievance." This will begin the timeline, and will ensure your administrator understands that there is a timeline to follow. Sample grievance forms can be found on our website at www.mycvta.org under Documents. The Uniform Complaint Form can be found there as well.
- **[Williams Complaint Form](#)** - This form could be an option when a grievance isn't the appropriate path to deal with a situation at your site.

Here are some important dates to keep in mind:

- **December 9th** - CVUDS Board President Acuña at CVTA Office 4:30 p.m.
- **December 11th** - CVTA Rep Council, 4:30 p.m. CDA Library
- **December 12th** - CVUSD School Board Mtg, 5:30 p.m. @ DO
- **December 18th** - 1st Year Probationary Meeting Deadline
- **December 19th** - First day of Winter Break (back on January 6th)

[Click here to find an archive of our weekly emails.](#)

Carissa Carrera
CVTA President

"You can't do it unless you organize."

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