

The Slate



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TEA sets award deadline

The **Susan B. Anthony Award** for leadership in women's issues is presented by TEA's Status of Women in Education Committee to a person who has been active in the field of women's rights and/or has furthered the achievement of equal opportunity for women and girls.



Anthony

Susan B. Anthony worked tirelessly throughout her life to gain rights women of today take as their due; rights such as control over a woman's own wages, estate and child custody rights, and the right to vote. Her efforts to have women recognized as potential leaders led her all across the United States and Europe, often subjected to ridicule and threats of imprisonment; but in the end, her goals were achieved. In addition to achieving suffrage for women, she and fellow author Elizabeth Cady Stanton published the *History of Woman Suffrage*, a six-volume composition of personal recollections, letters, transcripts and newspaper reports on all aspects of the struggle for women's rights. The Status of Women Committee is proud to have as a role model this well-known advocate of women's issues.

The Susan B. Anthony Award Q&A:

Q. How may a person receive the award?

A. A member of the Tennessee Education Association or a lay person may be nominated by a local association or an individual.

Q. Is there a nomination form?

A. Yes. A biographical section and seven questions are included in the application. Each October nomination forms are mailed to each local association president and can be downloaded from TEA's website www.teateachers.org by selecting the "Scholarships and Awards" link in the sidebar and following the link to the SBA Award.

Q. How is the recipient chosen?

A. The Committee considers each nomination and by consensus determines the recipient. The award is presented at the TEA Representative Assembly.

Q. May non-members of the TEA be nominated?

A. Yes, if they are outside the teaching profession. Educators who are not members of the TEA are not eligible.

Q. Is there a deadline for submitting nominations?

Yes, the deadline is December 15, 2008.

I Can Do It!

Effective Classroom Management Workshop

When? 8:00 AM to 3:30 PM on January 17, 2009

Where? MNEA Headquarters

Who? This program is recommended for teachers in their first three years of teaching. It is not open to STEA members. Participation is limited so spots will be filled on a first-come, first-served basis.

How? Complete the University of MNEA registration form at www.mnea.com/uofmnea

Cost? Free to MNEA members

I Can Do It! is designed to look at the day-to-day role of the classroom teacher as a manager. As a classroom manager, teachers have been given discretionary power to allocate tasks to students, direct their behavior, and evaluate their performance. It is a program that affirms the fact that teachers are in charge of everything and everyone in the classroom.

I Can Do It! is TEA's unforgettable workshop covering classroom management, especially beneficial for new teachers. Originally created by the San Bernardino Teachers Association (CA) and school administrators, *I Can Do It!* is heralded by teachers across the country.

Tennessee's teachers acclaim it as – "Awesome and extremely beneficial" – "Great training – I have specific ideas to take home." – "Great mix of research and practical applications" – "I feel reinforced in what I have done and have tools to expand & modify my classroom."

Register

for

I Can Do It!

at

www.mnea.com/uofmnea

Know your contract

Important Dates



July 1	Notice to those who are to be transferred (in writing)
August	Alternate Parent/Teacher Conference days submitted
September 15	Faculty Advisory Committee election deadline
October 1	Faculty Advisory Committee organizational deadline
October 31	Sick Leave Bank enrollment deadline
October 31	All requests for transfers on file in HR destroyed each school year
In February	Copy of TOSHA Report made available to MNEA
March 15	Deadline to receive \$500 incentive for notifying HR of intent to retire
April 1	List of known vacancies by location and certification posted
April 15	Request for Transfer form to Human Relations
May 1	Notice of Summer School assignments made known (or as soon practicable)
June 15 – August 15	Period of time where formal announcing and/or posting of changes or vacancies may not be made because of time

Other deadlines/dates:

- 15 days from incident to submit Vehicular Damage claims unless extenuating circumstances
- 2 weeks after school closes the Vehicular Damage committee shall meet
- The Monday of each month preceding the RA shall be set aside for MNEA faculty meetings or faculty meetings where MNEA matters are first on the agenda; voluntary attendance

Principal and Faculty Advisory Committee collaborations:

- plan for the year on how to use the planning day
- concerns about frequency and length of faculty meetings
- distribution of local instructional materials and supplies
- distribution of pooled BEP funds
- arrival and departure time for teachers
- any deviation from the 7½ hours non-instructional work-day including 1-hour lunch

UPCOMING EVENTS



December

- 1-5 MNEA Special Election**
Stratford and Whites Creek Clusters
- 8 Professional Council**
4:00 PM at MNEA Headquarters
- 8 MNEA Executive Board Meeting**
5:00 PM at MNEA Headquarters
- 11 MNEA Representative Assembly**
4:30 PM at MNEA Headquarters
- 12 MNEA Holiday Gathering**
6:00 PM at MNEA Headquarters

January

- 8 MNEA Executive Board Meeting**
5:00 PM at MNEA Headquarters
- 13 MNEA Nominations and Elections Committee**
5:00 PM at MNEA Headquarters
- 17 I Can Do It! Classroom Management Workshop**
8:00 AM at MNEA Headquarters
- 15 MNEA Representative Assembly**
4:30 PM at MNEA Headquarters
- 26 Professional Council**
4:00 PM at MNEA Headquarters

February

- 12 MNEA Executive Board Meeting**
5:00 PM at MNEA Headquarters
- 13 MNEA Candidate Petitions Due**
5:00 PM at MNEA Headquarters
- 19 MNEA Representative Assembly**
4:30 PM at MNEA Headquarters
- 19 TEA/NEA Delegate Nomination forms Due**
5:00 PM at MNEA Headquarters
- 23 Professional Council**
4:00 PM at MNEA Headquarters

March

- 6 TEA/NEA Delegate Ballots Due**
5:00 PM at MNEA Headquarters
- 12 MNEA Executive Board Meeting**
5:00 PM at MNEA Headquarters
- 26 MNEA Representative Assembly**
4:30 PM at MNEA Headquarters

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Everyone's invited

MNEA is making preparations to hold a Holiday Gathering at the MNEA Headquarters on Friday, December 12 from 6:00 p.m. to 9:00 p.m. The event is open to all MNEA members and potential members. Show up for a good time and lots of fun, games, and prizes.

What: *MNEA Holiday Gathering*

When: *Friday, December 12, 2007*
6:00 PM to 9:00 PM

Where: *MNEA Headquarters*
531 Fairground Court
Nashville, TN 37211

Directions and maps are available at:
www.mnea.com/mneadirections.htm

**The MNEA Headquarters
will be closed for the holidays
on
December 24, 25, and 31, 2008,
as well as January 1, 2009.**

No Name-Calling Week coming up

No Name-Calling Week is scheduled for the week of January 26 through 30, 2009. The event is an annual week of educational activities aimed at ending name-calling and providing schools with the tools and inspiration to launch an on-going dialogue about ways to eliminate bullying.



Organize *No Name-Calling Week* in your school. A school-wide *No Name-Calling Week* means school-wide involvement—from students, administrators, teachers, family members, and staff. Tips for involving your school community in planning a fun and effective *No Name-Calling Week* can be found on the web at: www.nonamecallingweek.org.

TEA Distinguished Educator Awards Program

The Tennessee Education Association's Distinguished Educator Awards Program offers members the opportunity to nominate colleagues in one of the state's most prestigious recognition programs. This MNEA is re-instituting the practice of soliciting nominations directly from members. If you believe professional excellence goes beyond school accountability and test scores, MNEA invites you to nominate outstanding educators who inspire students, parents, and fellow educators and promote public education in the community in addition to modeling strong teaching and leadership skills.



Since 1982, distinguished educators have been honored each spring. Last year MNEA member Christian Sawyer was recognized as a TEA's Distinguished Classroom Teacher from Middle Tennessee. This year it could be you or someone you know.

Originally designed to honor classroom teachers, the program has been expanded to recognize members from across the profession including classroom teachers, administrators, education support professionals, and higher education faculty members. Award winners are honored in the spring at a luncheon at the TEA Building and presented before the TEA Representative Assembly (RA). The award also includes a deluxe hotel accommodation package the evening of the RA in addition to special gifts from the business community.

The nomination form is available at www.teateachers.org by selecting the "Scholarships and Awards" link in the sidebar. Read the instructions for each category carefully. Highlight/select the form for the category for which you want to make a nomination, then select print. The Distinguished Educator Awards Guidelines are also available at the URL noted above. There are four categories of Distinguished Educator Awards recipients:

1. Classroom Teacher
2. Administrator
3. Education Support Professional
4. Higher Education Faculty

Deadline for submitting applications is February 1, 2009.

Let's hear from Erick...

Education reform is a popular topic among business leaders, politicians, and other community leaders. Most people have strong feelings about how to fix "broken" schools or systems—even the totally clueless. Under No Child Left Behind and the state's accountability structures, the Tennessee Department of Education has a great deal of latitude to effect change in MNPS. Yet, our district has a deeply pervasive culture of fear, intimidation, and lethargy. This reality makes progress slow and, at times, arduous.



Clearly, MNPS is behind the curve on professional development, but even more serious is the leadership vacuum. While MNPS has some excellent principals and central office administrators, the extent to which getting certain administrators to see the benefits of supporting instruction through high quality, focused staff development and professional growth continues to amaze me. We are a "gotcha" culture where mediocrity and ineptitude in leadership are not only tolerated, but protected. We're an organization that has reduced instructional evaluation to a system run by checklist jockeys who invade classrooms with negative messages.

Every week I hear horror stories about some administrator who sees it as his or her job to make the life of teachers difficult. I also find certain individuals in the administrative regime denying problems, protecting friends, and glossing over the truth. Those who manage by standing on the necks of our teachers do nothing but crush creativity and stifle progress.

Professional development for administrators in recent years has consisted of a three-day gathering called "March On." I remember one such session three years ago where the former Director of Schools told principals how important it was to make sure teachers were actively teaching students in the class—not just lecturing from a podium. The irony of the situation was the Director of Schools was reading his presentation word-for-word from a PowerPoint presentation. Talk about ineffective technique!

Professional development is a learning process. Such learning must be embraced by the learner and the institution in order to be successful. The Tennessee Framework for Teacher Evaluation was designed as a growth model whereby the evaluator identifies strengths to build on and challenges to remediate. If our administrators see the Framework as an instrument to achieve "gotcha," learning will never take place and we will continue to have a revolving door of new teachers every year. MNPS owes it to our students to help all employees improve.

Credit unions are a viable option

Credit unions in the Nashville area – and across the country – have avoided offering the kinds of risky, sub-prime mortgages that have plagued others in the financial services industry. As a result, credit unions are in excellent financial shape and are still making loans to creditworthy customers. Statewide, credit unions increased lending by more than 8 percent as of the end of the second quarter on June 30 versus the year before.

Credit unions are not-for-profit cooperatives, owned by their depositors, who are called members. For many years, credit unions were typically affiliated with a single company or industry and membership was restricted to employees and their families. Today many credit unions can offer accounts to anyone within certain zip codes and communities just like any other financial institution. Because credit unions are not-for-profit, they operate solely to serve their members. This generally means better service and more competitive rates than banks. And individual accounts at credit unions are federally insured for \$250,000, just like those at banks.

"We certainly don't believe the banking industry is in any peril, but recent events provide an opportunity to contrast the operational differences in credit unions and banks," said Hank Flury, CEO of Cornerstone Financial Credit Union, which is based in Nashville. "First, as an industry, our capital ratios are higher, giving us a greater cushion in the event of unexpected losses. More importantly, our lending policies have allowed us virtually to steer clear of sub-prime issues. Overall credit union loan delinquencies remain very low at 1.0%."

There are 192 credit unions serving 1.8 million members in Tennessee. The average capital ratio for Tennessee credit unions is 13%, almost double what is considered to be "well capitalized" by state and federal regulators. Capitalization refers to reserves available to cover potential operating losses, which are inclusive of defaults on loans.

Flury says the biggest difference in banks and credit unions always has been that "credit unions are member-owned, not-for-profit cooperatives, as opposed to being shareholder-driven. We really do operate in the best interests of our members, even when that means saying 'no' to a loan that wouldn't be a wise decision for one of our members."

Savings at Tennessee credit unions are growing at an annualized rate of 14% so far this year as consumers seek more stable investment vehicles with competitive rates. This increase in deposits is one reason why credit unions have been able to make more loans, while maintaining their policies about lending only to the creditworthy. Consumers are taking advantage of the loan opportunities to obtain mortgages, auto loans, home improvement loans, student, and credit cards.

To learn more about credit unions, go to www.creditunion.coop, the Credit Union National Association's homepage.



More details and up-to-date information at www.mnea.com