

The Word

SEPTEMBER 2011



From the President - **Angela Bina**

DO YOU KNOW SOMEONE WHO IS NOT A MEMBER YET?

The rules have changed! And while they have changed, that does not mean the West Allis - West Milwaukee Education Association does not serve as important a function as they did under the old rules. I would argue that with this new environment, WAWMEA is needed even more now than in the past.

Membership has NOT changed. It is still strictly voluntary. In the past, people chose to join WAWMEA just as they do now. They chose whether or not to utilize the benefits of being in WAWMEA. There was NEVER a requirement to join the Association. That is just one of the myths that is out there to disparage unions.

In the past, our Association had to represent everyone because the Collective Bargaining Agreement covered everyone whether they were a member or a non-member paying their "fair share" of representation. Now, there is no Collective Bargaining Agreement to enforce, so employees no longer have to pay their fair share of representation. However, there will be an employer's handbook to deal with and, when our local recertifies, collective bargaining remains intact for the base wage increase. *Continued Page 2.....*

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So, what will happen when handbook issues come up and when legal issues such as FMLA (Family Medical Leave Act) claims and other statutory protections surface? For those that do not join WAWMEA and no longer pay their fair share, there will be NO representation and NO Association assistance. It is illegal for WAWMEA to represent someone who has not actively joined. Non-members will truly be out on their own.

If individual representation and assistance is not significant enough for WAWM professionals to join the Association, consider what some Legislators and the Governor have done to our career earnings. Is there any doubt in anyone's mind that it will take political action to turn that around? In today's world, more is accomplished when we work collectively with others who have a similar purpose.



Finally, consider this. It is clear that those same Legislators, and now some administrators and boards, do not want the Association to exist. Ask yourself why that is. And while the answer will not be the same for everyone, that is exactly why WAWM professionals should join WAWMEA.

Calendar

September 24 - Surviving and Succeeding Under the New Rules 9:00am to 3:00pm United Educational Professionals 13805 W. Burleigh Rd., Brookfield, Wisconsin (Please RSVP by emailing sprengelerl@weac.org)

October 5 - WAWMEA Exec Board 4:00 p.m. Brookfield UEP

October 8 - USEFULL -Learning Workshop Toolkit for Teachers 9:00 - 12:00 Saturday

October 10 - USEFULL -Learning Workshop Growing Mentors as Teacher Leaders

October 11 - USEFULL -Overview of PI34 - 4:30 p.m. Brookfield UEP

October 12 - WAWMEA Representative Assembly - 4:00 p.m. Brookfield UEP

October 18 -USEFULL ESP Learning Workshop - Mental Health Issues of Students

October 19 - West Suburban Council RA - 4:30 p.m. Brookfield UEP

November 2 - WAWMEA Exec Board 4:00 p.m. Brookfield UEP

November 7 - West Suburban Council Board of Directors - UEP - 4:30 p.m.

November 9 - WAWMEA Representative Assembly - 4:00 p.m. Brookfield UEP

November 12 - USEFULL - PDP Goal Writing Workshop-9:00 - 12:00 Saturday

November 17 - USEFULL -PDP Goal Writing Workshop-

Political Action/ Legislative Chair -

Michelle Daavettila

Today I won't encourage political activism. Today I seek a higher charge. Folks, after all we've been through, now is the time to take care of each other. Yes, we have always encouraged it, especially when you recognize a colleague is under not only extraordinary family stress, or other events that we all have our share of time in. Today I ask that you reach out to each other. To that coworker, who in your mind you had written off as unapproachable; to the one that always seems to have ideas that are way off in left field (God forbid if you're dealing with those in right field!); to the one who never seems to have it all together; to the one who comes in red-eyed from too little sleep caused by a crying infant; to the one who single-handedly attempts this career and raises children...alone; and to the one who works more than one job...because our new pay-schedule cannot allow them to make their mortgage payments and certainly, nobody wants to sell with housing prices being at their current low. It seems everywhere you look...someone adds to your stress...re-reading my own article up to this point, makes me feel more stressed too!



Ok, time for the turn-around. Colleagues, now is when the strong truly shine. When we realize we better start recognizing each other...because honestly...who else is??? Everywhere we turn we are somebody's new favorite punching bag! Who knows better than us what makes this well-oiled machine work? WE DO! Our ability to embrace difference has always been the greatest hallmark of educators...we are the ones who seek to find that special something in our students...NOW IT IS TIME TO DO IT FOR EACH OTHER! Tomorrow...pay one compliment to a coworker...perhaps someone you don't normally notice, or better yet, maybe you don't always get along with. Take notice of your surroundings. Some may have already stopped reading...written me off as the idealist that I am...for those who choose to "Be There" (or here, as the case may be) for once I am not the pie-in-the-sky dreamer that my own favorite educators artistically sculpted me to be. I think the impact of this can be monumental. When we are there for each other, supporting and practicing all that we know to be the

best for us, we truly are there for our students as well. Paying it forward works...especially when you know that the compliments you pay will be sincere and with true regard for the art and craft of education. You know how to do it...who does it better than we do?

Most of all, get started on this now...next month I'll be on my regular path...being the village nag and pleading for your help.

With most heartfelt solidarity,

~ Michelle



Moving Forward Workshop

Surviving and Succeeding Under the New Rules

Scott Walker and his allies stripped us of many important rights and benefits. We will recall Walker and ultimately regain these rights. But in the mean time we must remain strong and united.

Join us for this important workshop to learn how we can survive and succeed in the new environment, both individually as representatives and collectively as locals.

Two Dates and Locations

Saturday, September 17, 2011

9:00am to 3:00pm

Cedar Lakes United

850 Enterprise Dr., Slinger, Wisconsin

(Please RSVP by emailing clueinfo@weac.org)

Saturday, September 24, 2011

9:00am to 3:00pm

United Educational Professionals

13805 W. Burleigh Rd., Brookfield, Wisconsin

(Please RSVP by emailing sprengelerl@weac.org)

Check in at 8:30am

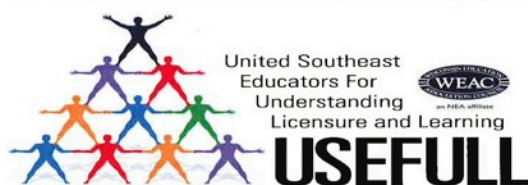
Includes Lunch and Light Snacks

Tentative Agenda

- I. Union Rights – Representation, Information, Communication and other Legal Rights
- II. Individual Rights – Individual Contracts, Statutory Protections and other Legal Rights
- III. Recertification and Building Union Membership
- IV. Influencing School District Decisions
- V. Taking on Walker’s Upcoming “Education Reforms”



an NEA Affiliate



FOR ALL **WEAC** MEMBERS OF:
Council #10
 Lakewood UniServ Council
 North Shore United Educators
 TriWauk UniServ Council
 West Suburban Council

2011-12 CALENDAR OF WORKSHOPS

PI34 "LICENSURE" WORKSHOPS:

Tuesday, October 11, 2011: Overview of PI34 Workshop
Saturday, November 12, 2011: Goal Writing Workshop 9:00-12:00
Thursday, November 17, 2011: Goal Writing Workshop
Tuesday, December 13, 2011: Goal Approval Night
Saturday, January 28, 2012: DPI Reviewer Training 9:00-4:00
Thursday, February 16, 2012: PDP Annual Progress "Check-in" Night
 (prep for verification)
Tuesday, March 27, 2012: PDP Verification Night

GENERAL "LEARNING" WORKSHOPS:

Saturday, October 8, 2011: Toolkit for Teachers 9:00-12:00
Monday, October 10, 2011: Growing Mentors as Teacher Leaders
Tuesday, October 18, 2011: ESP Workshop: Mental Health Issues of Students
Thursday, January 19, 2012: Mentoring-Keeping the Communication Open
Thursday, January 26, 2012: ESP Workshop: Strategies for Dealing w/Problem Behaviors
Wednesday, March 21, 2012: ESP Workshop: Dealing with Diverse Students
Date TBA: April, 2012: Overview of National Board Certification

~ WORKSHOP DESCRIPTIONS ON BACK ~

USEFULL IS....

- ◆ *your professional organization providing professional development and licensure assistance to you at no additional cost!*
- ◆ *members helping members!*
- ◆ *your union dues working for you!*

Seats are limited and fill quickly!

Watch for these flyers and register early!

All workshops begin at 5 p.m. (unless indicated otherwise) at the UEP Building in Brookfield, with a light meal being served at 4:30 p.m.

PI34 "Licensure" Workshop Descriptions

Overview of PI34 Workshop

An explanation of and brief history of the PI34 law will be provided to all participants. After that, the group will go into two specialized sessions, one for Initial Educators and one for Professional Educators (educators who received their license prior to August 2004) where the Professional Development Plan (PDP) process will be explained.

Goal Writing Workshop

Experienced educators will be on hand to help educators develop and write their goal for their PDP, as well as access internet support.

Goal Approval Night

DPI approved reviewers will work with Initial Educators to approve their PDP goal so they can officially begin carrying out their Professional Development Plan.

DPI Reviewer Training

This one day workshop will take participants through the DPI training that enables them to be certified as PDP Team Reviewers.

PDP Annual Progress "Check-in" Night Workshop

This class will make sure you have completed Step III and Step IV of your PDP correctly, including exemplary examples of pieces of evidence. This is necessary to prepare you for your PDP verification.

PDP Verification Night

PDP Reviewer teams will be available to read and verify educators' Professional Development Plans in time to meet the June 30th deadline.

General "Learning" Workshops

Toolkit for Teachers : "Organize, Manage, and Survive!"

This workshop is designed for teachers who have been in the profession for less than 5 years, yet can be beneficial for any educator! The focus of this workshop will be classroom organization, time management, classroom management, and student engagement. Participants will walk away with a wide array of teaching tools.

Growing Mentors as Teacher Leaders

Participants will learn the role of teacher leaders and explore strategies on how to grow professionally as leaders. Key techniques for developing high quality mentor/mentee relationships will be shared, and participants will develop an action plan and set goals for the school year using mentor standards.

ESP Workshop: "Mental Health Issues of Students and How Best to Deal with Them"

Come to find out effective ways of identifying and working with students who are experiencing a variety of mental health issues.

Mentoring – Keeping the Communication Open

Participants will explore coaching language and the thinking behind it. Strategies on how to organize and focus communication between mentor and mentee will be shared. This session will provide a mid-year "boost" with fresh ideas on how to continue a positive professional relationship even during challenging situations.

ESP Workshop: "Strategies for Dealing with Problem Behaviors"

This workshop will provide Education Support Professionals with strategies to effectively deal with students, parents, and colleagues who exhibit problematic behaviors.

ESP Workshop: "Dealing with Diverse Students"

This will be an excellent opportunity for Education Support Professionals to learn about techniques they can use to help EVERY student they work with succeed!

Overview of National Board Certification

Come to this workshop to learn the "ins and outs" of National Board Certification, as well as support opportunities available if you decide to pursue it.