St. Vrain School District has 3 “new” **R**’s that it would like all employees to focus upon: **R**esults, **R**elationships and **R**evenue. (August 1, 2012  HR Information Notice email.) These 3 R’s are all essential in the current climate of public education. The addition of a fourth R, **R**ules, will make the other 3 R’s far more attainable.

**Results**: As mandated by SB 191 Educator Effectiveness, *half of your annual evaluation* beginning in 2014-15 will be based on the results of multiple measures of your students’ growth.  Last year, Galileo testing was the single greatest workload issue among all teachers. Many teachers speak of the *potential* of Galileo assessments, but also realize that they compete with valuable instructional time, the availability of computer labs, and limited paper/copy resources. Additionally, Galileo’s use was applied inconsistently across the district from school to school, and data was sometimes inappropriately used to evaluate teachers. Validity and reliability issues still remain to be worked out relating to TCAP, common core standards, and SVVSD curriculum maps/guides. Fundamentally, Galileo was too much too fast alongside other new initiatives. We need to proceed very carefully with high stakes testing. Consequently, **Superintendent Haddad has directed that *the* *use of Galileo testing* *is at your individual professional discretion this year***. You may use the Galileo program and take advantage of any training opportunities as *you* determine its benefit for your students.

**Relationships**: There’s no question that developing relationships is essential in education. Teachers understand this in their daily work with students. What about the relationship between administrators and staff? *Collaboration helps foster healthy workplace relationships.* Did your principal engage staff in a relatively easy decision - selecting the 2 dates for flexible Work Days? Or was it a poorly thought out directive? If staff were not consulted, it’s *not* too late to revisit the decision to determine remaining flex time. In part, the District’s commitment to building strong relationships will be revealed as teachers’ voices are valued through meaningful collaboration.

**Revenue**: On August 8th, our Board of Education approved a $14.8 million Mill Levy Override November 9th election. Read the Times-Call article about the Board meeting [SVVSD Board gives unanimous OK for $14.8M request](http://www.timescall.com/news/longmont-schools/ci_21269650/svvsd-board-gives-unanimous-ok-14-8m-request?IADID=Search-www.timescall.com-www.timescall.com). You may read the SVVEA President’s Address to the Board on our SVVEA website under [Member Updates](http://svvea.org/?page_id=319) and view it, as well as BOE discussion to determine the MLO amount, on the [August 8, 2012 BOE video](http://www.stvrain.k12.co.us/boardOfEducation/meetingsMinutes/2012/08/08/index.php#video). (Community comments - all supportive - begin at minute 45:00; SVVEA President’s remarks at 57:00; and 30 minutes of Board discussion begins at 66:30.) *Passing this MLO is important*. Campaign literature states that with central administration already cut dramatically, future cuts will be at the classroom level.  Finding “efficiencies” (i.e. savings) in District expenditures will continue even with a voter approved $14.8 M MLO. Its failure will mean teachers and students will continue to bear the brunt of “efficiencies” (see Rules section below). There are many questions about the proposed MLO. It will be a topic of upcoming Updates and Building Visits. Look soon for information about how you may assist this 2012 MLO effort. Election Day, Tuesday, November 6th is fast approaching.

**Rules**: Society can’t operate without them, nor can your classroom or your workplace. Our negotiated **Master Agreement** establishes the basic rules of your working conditions. The rules are reasonable: Collaborative Decision Making, a defined work day with duty free lunch and guaranteed preparation time, 11 annual leave days, accrued sick leave, due process for critical decisions that affect you, such as performance evaluation and teaching assignments, and much more. Teaching is incredibly rewarding, but it can also be extraordinarily stressful. We are accountable for quality teaching. Master Agreement policies help keep teachers healthy so we may be more effective for students’ success.

Unfortunately, some aspects of our Master Agreement may be viewed by the District and BOE as potential “efficiencies” during these difficult budget times. One example: with less prep time you could serve more students (though obviously far less effectively). A strong SVVEA ensures a strong Master Agreement.  As our profession adapts to the challenges of rapidly changing public education, help ensure your voice remains relevant.

*Take the Lead for Student Success* by keeping SVVEA strong!

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