



A Publication for Arkansas Education Association Members

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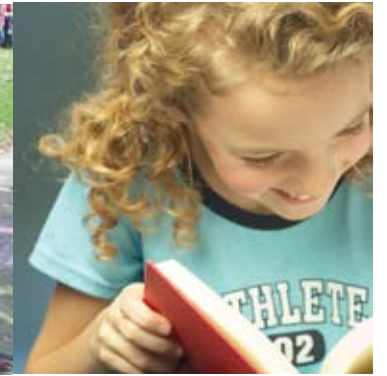
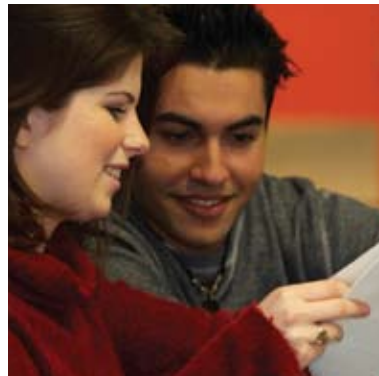
Join AEA and be the voice for 'Great Public Schools'

The focus of our new membership materials centers around the value of your membership. When you become a member of your local, the AEA and the NEA, you become a part of millions of teachers and education support professionals who embrace the belief that every is entitled to a Great Public School.

As new members join and our numbers grow, we gain the strength and ability to further improve public education for Ar-

kansas students and those throughout the nation, as well as working conditions for all education professionals. The greater the membership, the more effectively we can influence the policies and laws that shape education, and protect the rights of education professionals.

As you read through your membership materials, you will discover the importance of our Vision, Mission and Core Values, which are the very heart of our professional beliefs.



You will also discover some of the advances that AEA has made for public education over the years and the need for educators to have

a voice in the future of Arkansas Education.

As an AEA member, you play a role in the critical and complex arena of pub-

lic education. The more involved you become on local, state and national levels, the more you will benefit from membership.

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Local Leaders Training

Registration for the 2011 Professional Development Conference online. Go to aeaonline.org to view descriptions and register today!

Some Legislators are Scrutinizing Retirement Systems

The Arkansas Public Employees Retirement System (APERS) was created by Act 177 of 1957.

The System originally provided only for the retirement of State employees but through the years has added county employees, municipal employees, college and university employees, non-teaching public school employees, and other non-state employees.

APERS' mission is to provide income to retired members, to survivors, and to disabled members of the system. To this end, the System prudently invests all contributions received, monitors reporting by participating employers, maintains records, and disburses monthly benefit checks to all those entitled.

Other retirement programs such as the Arkansas Teacher Retirement System (ARTS) may also be affected by changes in the upcoming General Assembly based on input from some legislators. The Joint Legislative Retirement

Committee will be involved in discussions around the state concerning changes. Now is the time to join AEA and let them hear a collective

response to their attempts to change the system. Some people don't believe that their single voice can be heard. Some also believe that advocacy is not im-

portant to their career in education. One voice may be a whisper, many voices can be heard and be the catalyst for changes. Join AEA and be heard.
To read more go to page 10.

Americans rate their public school teachers

The PDK/Gallup Poll of the Public's Attitudes toward Public Schools is a well-known research instrument. Conducted annually, it allows educators and policy makers to track public opinion about one of this nation's most important institutions, its public schools.

Key findings of this year's poll include:

- Americans rate their public school teachers more highly now than they have in the past. More than 70% of Americans say they have trust and confidence in the men and women who are teaching in public schools.
- This year's PDK/Gallup poll shows that Americans believe the key to good schools is high-quality teachers.
- Consistent with past findings, Americans believe

teacher salaries should be based on multiple factors, including advanced degrees, experience, and the principal's evaluations of the teacher.

- Students' scores on standardized tests were rated as least important.
- Americans polled, in significant numbers, said the lack of financial support is the biggest problem facing public schools.
- Parents continue to give very high grades to the school that their oldest child attends, while many of those surveyed said their negative perception of the nation's schools is based on media stories.

To read more about the Phi Delta Kappa/Gallup Poll visit <http://neatoday.org/2011/08/17/poll-americans-give-public-school-teachers-high-marks/>

"More than
70%
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schools."



From the President:

Happy New School Year!

By Donna Morey, AEA President

Evaluation Model that was developed by the Teacher Evaluation Taskforce facilitated by Charlotte Danielson begins this year. Mrs. Danielson has written many books and articles on teacher quality, best practices, teaching and learning, which are the basis for the PRAXIS III. This model will be accepted as an appropriate tool for teacher evaluations for the 2013-2014 school year, when ACT 1209, the Teacher Evaluation Support System, will be required in all public schools.

Second, the Common Core Standards will be included in the instruction of kindergarten to second grades this year. Next year, the standards will be taught in grades three through eight, and then in 2013-2014, the standards will be taught in grades nine through twelve with the first assessments on the new standards. AEA has worked with the Arkansas Department of Education and other stakeholders on implementation of the Common Core. The state chose the PARCC consortium on the Common Core work.

Another change is that one hour of professional development on youth suicide prevention is now required

for licensure. To maintain a teaching license, teachers must take a one-hour course on this topic every five years.

Each of these topics – teacher evaluation, Common Core Standards, and teacher licensure – will be offered in sessions at the Arkansas Education Association's Professional Development Conference in November. Another area of interest that will be covered at the conference is how to use social media in an appropriate educational manner. Also, Code of Ethics training will be provided on completed cases by an investigator who works for the Professional Licensure Standards Board.

Members, please do five things: **DO NOT THROW AWAY YOUR MEMBERSHIP CARD!** You need the membership number to vote in AEA elections and to receive NEA Member Benefits.

REGISTER to attend the AEA Professional Development Conference. Online registration will be up by Sept. 4. Remember: by state law, if you ask your administrator to allow you to attend the conference 30 days prior to the conference, you must be granted professional

leave. Its the law!

SIGN UP to be a delegate to the Arkansas Council for Children and Public Education as a local member. Your local president has the information, and it is also on the AEA Web site.

REGISTER to attend the AEA Representative Assembly Nov. 4-5 as a local delegate. Every member's voice should be heard. The Representative Assembly is the decision making body that determines Constitution and Bylaw changes, as well as new business items, that shape the work of the organization.

SPEAK UP for our professional association and public education, and ask your colleagues to join AEA if they are not already members. If we do not voice our positions on what we believe are the best practices in education, then we get what those outside of the public school system think is best. Is there a new poster in your building showing some of the major accomplishments of the organization? If not, contact me to receive one for every school lounge.

Working together, we can meet the goal of "Great Public Schools for Every Student."

"If we do not voice our positions on what we believe are the best practices in education, then we get what those outside of the public school system think is best."

The mission of the Arkansas Education Association is to empower its members to promote great public schools, and to strengthen the teaching profession and improve the wellbeing of its members. President Donna Morey and Executive Director Rich Nagel. Communications: Lori Dimond and Brenda Walton. Four issues are published yearly. Copyright 2011 AEA. All materials in this periodical may be reproduced by its members for distribution to AEA affiliates.

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Effective July 15, 2011

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An updated version of the board is maintained on our Web site.

Board as of September 21, 2011

Any address changes may be sent by e-mail to Prudence Martin:
ar-pmartin@nea.org

Principal Evaluation System Overview

During the 87th General Assembly, the Arkansas State Legislature passed Act 222 of 2009, Arkansas Code Annotated 6-1-400 Et. Seq which states:

The purpose of the School Leadership Coordinating Council is to:
(3) Aid in the development of model evaluation tools for use in the evaluation of school administrators.

This law created the School Leadership Coordinating Council that established the formation of the Principal Evaluation Task Force. This Task Force was charged with the responsibility to develop a model Principal Evaluation System. The Task Force was comprised of superintendents, principals, teachers, and representatives from educational cooperatives, institutions of higher education, school board association and other education associations throughout Arkansas.

The Task Force officially convened on September 21, 2010. To begin their work the Task Force established a vision and purpose.

Vision

The Arkansas Principal Evaluation System refines teaching and learning by expanding the knowledge and skills of educational leaders.

Purpose

The purpose of the Arkansas Principal Evaluation System is to:

- Provide a cohesive process that includes clear expectations to guide principal preparation, induction, and continued professional development.
- Guide and sustain excellent leadership performance that ensures the improvement of teaching and learning.
- Assist higher education programs in developing the content and requirements of degree programs that prepare prospective principals.
- Provide a process which includes an instrument to be used by a reflective practitioner to promote professional growth through self-assessment.

Structure

The Task Force established a framework for the Principal Evaluation System that is designed to align with The Interstate School Leaders Licensure Consortium (ISLLC) Standards, which are high-level standards for education leadership. These standards were adopted by the National Policy Board for Educational Administration (NPBEA) and are used as the framework for leadership development throughout Arkansas. The Principal Evaluation System is designed to incorporate the six major ISSLC standards that are comprised of thirty-one functions. Additional descriptors have been added to define levels of performance with credit given to the Leadership and Learning Institute and the work of Dr. Doug Reeves.

Introduction to Levels of Performance

The following terms will represent the various performance levels in the Arkansas Principal Evaluation System: *Exemplary*, *Proficient*, *Progressing*, and *Not Meeting Standards*. The levels of performance promote a professional discussion that can lead to strengthened leadership skills. The main function of the levels of performance in the Principal Evaluation System is to advance the professional growth of all leaders toward improved student learning. It is important that the Principal Evaluation System levels of performance are used to structure professional conversations leading to growth.

Exemplary

Leaders performing at the *Exemplary* level have made a contribution to the field, both in and outside the school system. Exemplary performance not only meets the requirements for the *Proficient* level, but goes beyond the requirements and thus creates a model to which other leaders can aspire. Leaders at the *Exemplary* level have assumed considerable responsibility for their own learning. They routinely share their ideas, mentor other leaders, and see their role as agents of system-wide improvement.

Proficient

The proficient leader's performance meets the organization's needs. Attaining the *Proficient* level is challenging and may take years. A leader performing at the proficient level clearly understands the concepts underlying the function of each standard and implements those functions well. Most experienced, capable leaders will regard themselves and be regarded by others as performing at this level. Proficiency is a challenging, rigorous, and demanding standard of achievement. Leaders at the proficient level are professional educators. They thoroughly comprehend strengths and weaknesses of their school. Proficient leaders have developed a sophisticated understanding of learning dynamics and are alert to practices that promote strong teaching and learning. Leaders performing at the *Proficient* level are continuously looking for ways to improve their own leadership capabilities and serve as a resource to everyone in their building.

Progressing

Leaders with a *Progressing* rating are not yet proficient. They understand what they must do in order to become proficient and have the desire and personal motivation to make decisions necessary to become proficient. These leaders do have the willingness and ability to learn and improve the skills required for leadership proficiency. The implementation, however, is sporadic, intermittent, or otherwise not entirely successful. To help this person improve, additional reading, mentoring/coaching, and attendance at specific leadership trainings may be required. In addition, visitations to schools of a proficient or exemplary leader may be included in the improvement process as well. These experiences will enable the leader to become proficient in areas where improvement is needed. Leaders early in their careers are often at the *Progressing* level, but improvement is likely to occur with these leaders as they gain more experience.

Not Meeting Standards

The leader performing at the *Not Meeting Standards* level does not meet the organization's expectations. They have not demonstrated through actions that they have the skills necessary to become proficient. When performance is consistently at the *Not Meeting Standards* level, it is time to intervene. Effective organizations will identify and document inadequate performance and make necessary changes. A pattern of not meeting standards on the Principal Evaluation System leads to recommendation for non-renewal of contracted employment.

Introduction to Leadership Categories

Levels of leadership performance are divided into three categories: Novice, Inquiry and Intensive.

The Novice Category is for those building level leaders who are new to the profession, district, or have been transitioned into an administrative role not previously held. This leader may hold an Initial License or be working on an Administrator Licensure Completion Plan (ALCP). Even though the building level leader may be in the *Not Meeting Standards* or *Progressing* level of perfor-

mance on specific standards and functions on the Principal Evaluation Rubric, the leader shows evidence of becoming an effective educational leader.

The Inquiry Category is for those building level leaders who model life-long learning and demonstrate progressing and/or proficient performance on standards and functions within the Arkansas Principal Evaluation Rubric. The building level leader in this category has shown consistent performance on a majority of the rubric's standards and functions and their professional growth is targeted on two (2) specific functions.

The Intensive Category is for those building level leaders demonstrating unsatisfactory performance on the Arkansas Principal Evaluation System. Technical assistance is provided to support improvement when a pattern of *Not Meeting Standards* is evident. The superintendent, along with the principal, will develop an Intensive Improvement Plan. If there is limited or no progress on the Principal Evaluation Rubric, recommendation for non-renewal of contracted employment should occur.

Continues on page 5.

JumpStart your portfolio!



JumpStart is a workshop designed to assist teachers interested in beginning

the National Board Certification process. Recently, nearly 50 educators came together at the University of Arkansas at Little Rock (UALR) on March 12, 2011 to explore the certification process and get a head start on the rigorous one-to-three year professional development opportunity. The Arkansas Education Association (AEA) sponsored the all-day event and the workshop was free to AEA members.

The one-day workshop was developed by Nationally Board Certified Teachers, Christine Deitz, Marsha Ives, and Faye Hanson along with Richard Hutchinson of AEA. Attendees were treated to a jammed-packed agenda covering the five core propositions for National Board for Professional Teaching Standards, the types of thinking required for National Board writing processes, guidelines for assessing student learning, and insightful tips for success.

Mr. Hutchinson was delighted to see the number of teachers who took advantage of their AEA

Continues on page 6.

AEA Election Alert!

AEA is now accepting nominations for the following positions. Nomination forms must be received at the AEA Office of the President no later than 5:00 p.m. on Friday, December 2, 2011.

Statewide Races	Expiration Date
AEA Secretary-Treasurer/NEA Delegate	July 14, 2014
Higher Education	July 14, 2015
Member - Administrators	July 14, 2015

NEA Delegates

(See list of regions to file for NEA Delegate)
June 30 - July 5, 2012 in Washington, D.C.

AEA Board of Directors Expiration Date

District I (LREA Pos. 1)	July 14, 2015
Alternate - (LREA Pos. 1)	July 14, 2015
Alternate District I (LREA Pos. 2)	July 14, 2013 (1 Yr Remaining)
District II (PACT)	July 14, 2015
Alternate - District II (PACT)	July 14, 2015
Alternate - District III	July 14, 2013 (1 Yr Remaining)
District IV	July 14, 2014 (2 Yrs Remaining)
Alternate - District IV	July 14, 2014 (2 Yrs Remaining)
District V	July 14, 2015
Alternate - District V	July 14, 2015
District VI	July 14, 2015
Alternate - District VI	July 14, 2015
Alternate - District VII	July 14, 2014 (2 Yrs Remaining)
Alternate - District VIII	July 14, 2013 (1 Yr Remaining)
District IX	July 14, 2014 (2 Yrs Remaining)
Alternate - District IX	July 14, 2014 (2 Yrs Remaining)
Alternate - District X	July 14, 2014 (2 Yrs Remaining)
District XI	July 14, 2015
Alternate - District XI	July 14, 2015
District XII	July 14, 2015
Alternate - District XII	July 14, 2015
Alternate - District XIII	July 14, 2013 (1 Yr Remaining)
Alternate - District XIV	July 14, 2013 (1 Yr Remaining)
District XV	July 14, 2013 (1 Yr Remaining)
Alternate - District XV	July 14, 2013 (1 Yr Remaining)
Alternate - District XVI	July 14, 2014 (2 Yrs Remaining)
Alternate - District XVII	July 14, 2014 (2 Yrs Remaining)
AEA Retired Positions	Expiration Date
AEA Retired Secretary	July 14, 2014
Alternate - Retired (1) AEA	July 14, 2014 (2 Yrs Remaining)
Retired (2) AEA	July 14, 2013 (1 Yr Remaining)
Alternate - Retired (2) AEA	July 14, 2013 (1 Yr Remaining)

Retired NEA Delegates to the NEA RA

June 30 - July 5, 2012 in Washington, D.C. (2 Slots Available)

AEA Student Positions Expiration Date

Student-AEA President/AEA Board Member/NEA Delegate	May 31, 2013
Student-AEA Vice President/Alternate NEA Delegate #1	May 31, 2013
Student-AEA Secretary/Alternate NEA Delegate #2	May 31, 2013

REGIONS FOR NEA DELEGATE ELECTION:

REGION	COUNTIES	# DELEGATES
1	Benton, Carroll, Madison, Washington..	1
2	Boone, Baxter, Cleburne, Fulton, Jackson, Independence, IZard, Lawrence, Marion, Newton, Randolph, Searcy, Sharp, Stone, Van Buren & Woodruff	1
3	Clark, Columbia, Hempstead, Howard, Lafayette, Little River, Miller, Montgomery, Nevada, Ouachita, Pike & Sevier	1
4	Drew, Jefferson, Lincoln, Lonoke & Prairie	1
5	Conway, Faulkner, Johnson, Perry, Pope, Saline, White & Yell	1
6	Crawford, Franklin, Logan, Polk, Scott & Sebastian	1
7	Arkansas, Chicot, Crittenden, Desha, Lee, Monroe & Phillips	1
8	Pulaski	3
9	Clay, Craighead, Cross, Greene, Mississippi, Poinsett & St. Francis	1
10	Ashley, Bradley, Calhoun, Cleveland, Dallas, Garland, Grant, Hot Spring & Union	1
Total Delegates		12

AEA NOMINATION FORM FOR NEA DELEGATE

Please place my name on the 2012 election ballot as a candidate for Delegate to the NEA Representative Assembly in Washington, DC on June 30 – July 5, 2012. (See NEA Delegate Regions Above)

County/Region _____
 Local Association _____
 Name _____
 Address _____
 City _____ State _____ Zip _____
 Email _____
 Home Phone _____
 School Phone _____
 Email Address _____
 Educational Position _____
 Ethnic Group _____
 Signature _____

FOR THIS FORM TO BE ACCEPTED AS A NOMINATION, IT MUST BE RECEIVED AT THE AEA OFFICE OF THE PRESIDENT, 1500 W. 4TH ST., LITTLE ROCK, AR 72201-1064 **BY 5:00 P.M. FRIDAY, DECEMBER 2, 2011.** (To meet publication deadlines, a current photo and candidate statement of 60 words maximum must be submitted with the nomination form. Without this information only the candidate's name will be listed in the *Arkansas Educator*.)

NOMINATION FORM FOR AEA RETIREE NEA DELEGATE

AEA-Retired is entitled to send at least three delegates, (including the AEA Retired President) to the NEA Rep. Assembly and Retired Conference, Washington, D.C. on June 30 – July 5, 2012. These candidates will be voted on in February. If you are interested in being a candidate for NEA Delegate, please complete this form and mail as indicated below.

Name _____
 Address _____
 City _____ State _____ Zip _____
 Home phone _____
 Email Address _____
 Signature of nominee _____

FOR THIS FORM TO BE ACCEPTED AS A NOMINATION, IT MUST BE RECEIVED AT THE AEA OFFICE OF THE PRESIDENT, 1500 W. 4TH ST., LITTLE ROCK, AR 72201-1064, **BY 5:00 P.M. FRIDAY, DECEMBER 2, 2011.** (To meet publication deadlines, a current photo and candidate statement of 60 words maximum must be submitted with the nomination form. Without this information only the candidate's name will be listed in the *Arkansas Educator*.)

Principal Evaluation System Overview (continued from page 3)

AEA-RETIRED NOMINATION FORM

AEA-R Officer and AEA-R Board Members

Please place my name on the 2012 election ballot as a candidate for R-AEA State Office or R-AEA Board Member. Check one of the following:

- R-AEA Secretary
 R-AEA Alternate Board Member, Pos (1)
 R-AEA Board Member, Pos (2)
 R-AEA Alternate Board Member, Pos (2)

Name (please print) _____
 Address: _____
 City _____ State _____ Zip _____
 Home Phone _____
 Email Address _____
 Signature of Nominee _____

For this form to be accepted as a nomination, it must be received at the Office of the AEA President, 1500 W. 4th St., Little Rock, AR 72201-1064 by 5:00 p.m. Friday, December 2, 2011. (To meet publication deadlines, a current photo and candidate statement of 125 words maximum must be submitted with the nomination form. Without this information only the candidate's name will be listed in the *Arkansas Educator*.)

NOMINATION FORM FOR:

AEA Secretary/Treasurer/NEA Delegate, AEA District Board Members and Alternate District Board Members, AEA Board Higher Education Position and AEA Board Administrator Position.

(Please use the separate form designated for NEA Delegate nominations. **DO NOT USE THIS FORM FOR NEA DELEGATE.**) Please place

my name on the 2012 AEA election ballot as a candidate for the position of: (Give complete description, including AEA district and position number.)

Position: _____
 Name _____
 Address _____
 City _____ State _____ Zip _____
 Email Address _____
 Home phone _____
 School phone _____
 Educational position _____
 Ethnic group _____
 Local _____ District _____
 Signature of nominee: _____

FOR THIS FORM TO BE ACCEPTED AS A NOMINATION, IT MUST BE RECEIVED AT THE AEA OFFICE OF THE PRESIDENT, 1500 W. 4TH ST., LITTLE ROCK, AR 72201-1064, BY 5:00 P.M. FRIDAY, DECEMBER 2, 2011. (To meet publication deadlines, a current photo and candidate statement of 125 words maximum must be submitted with the nomination form. Without this information only the candidate's name will be listed in the *Arkansas Educator*.)

STUDENT AEA NOMINATION FORM FOR OFFICERS AND NEA DELEGATE

Please place my name on the 2012 AEA election ballot as a candidate for S-AEA State office/delegate to the NEA Representative Assembly, June 30 – July 5, 2012 in Washington, D.C. (Term of Office for Students: June 1 through May 31) Check one of the following:

- S-AEA President/AEA Board Member/NEA Delegate
 S-AEA Vice President/Alternate NEA Delegate #1
 S-AEA Secretary/Alternate NEA Delegate #2

Name (please print) _____
 Address _____
 City _____ State _____ Zip Code _____
 Home phone _____
 Email Address _____
 College or University _____
 Ethnic Group _____
 I am a S-AEA member in good standing _____ yes _____ no
 Signature of nominee _____

FOR THIS FORM TO BE ACCEPTED AS A NOMINATION, IT MUST BE RECEIVED AT THE AEA OFFICE OF THE PRESIDENT, 1500 WEST 4TH STREET, LITTLE ROCK, AR 72201-1064, BY 5:00 P.M. FRIDAY, DECEMBER 2, 2011. (To meet publication deadlines, a current photo and candidate statement of 125 words maximum must be submitted with the nomination form. Without this information only the candidate's name will be listed in the *Arkansas Educator*.)

Instructions for Principal Evaluation Process

The Principal Evaluation Process includes the following steps:

Step 1: Orientation

At the beginning of the school year, the superintendent/designee conducts a group orientation with all building level leaders and provides them with a complete set of materials outlining the evaluation process. This orientation must be anchored on standards and functions within the Principal Evaluation Rubric. This rubric includes four levels of performance: *Exemplary, Proficient, Progressing, Not Meeting Standards*. In order for a building level leader to be rated in a specific level all descriptors at that level must be met.

The superintendent may elect to schedule the conferences and visits for the year at this time. The following categories for the building leader will be determined at the initial meeting.

- **Novice Category:** The building level leaders in the *Novice Category* will meet with the superintendent/designee frequently to review progress. After noted progress, future meetings can be scheduled at the discretion of the superintendent/designee.
- **Inquiry Category:** The building level leaders in the *Inquiry Category* will meet with the superintendent/designee at least twice a year to review progress.
- **Intensive Category:** The building level leaders in the *Intensive Category* will meet with the superintendent/designee at least monthly and possibly more often depending on the needs identified at previous meetings.

Principal Evaluation System Categories

Step 2: Self Assessment

The building level leader begins the evaluation process with a self-assessment (form A) based on the Principal Evaluation Rubric. The leader may choose to gather input from the school staff. The input gathered by the leader is **not** intended to become part of a portfolio; rather, it should inform a basis for goal-setting, professional development, and a Professional Growth Plan.

Step 3: Initial Meeting with Superintendent/Designee

Building level leaders will meet individually with the district superintendent/designee to discuss results of the self-assessment and preliminary performance goals. The superintendent/designee will also have completed an initial assessment (form B) on the building level leader prior to this initial meeting. During the meeting the superintendent/designee and the building level leader will develop a Professional Growth Plan (form C). The superintendent/designee and the building level leader will collaborate on data necessary to complete the evaluation process and promote professional growth.

Step 4: Data Collection

The building level leader will collect data agreed upon in Step 3. This data will be reflected in the Professional Growth Plan and be continuously monitored by the building level leader and the superintendent/designee throughout the year. The district superintendent/designee will visit the school during this period in order to observe the environment and interact with teachers and other members of the school community.

- **Novice Category:** The documentation for the building level leader in the *Novice Category* may be more intense in order to ensure the building level leader is progressing on standards in the Principal Evaluation Rubric.
- **Inquiry Category:** The documentation for the building level leader in the *Inquiry Category* will be based on two functions from the Professional Growth Plan. The documentation will be limited to the target areas. The superintendent/designee and building level leader will agree on the documentation needed.
- **Intensive Category:** The documentation for the building level leader in the *Intensive Category* will be recorded on the Intensive Improvement Plan. This plan will be monitored by the superintendent/designee weekly to ensure the building level leader is demonstrating

professional growth. Adjustments on requirements for data collection may be altered depending on results of each meeting.

Step 5: The Formative Assessment

The building level leader will synthesize information obtained under Step 4 in order to complete the narrative section of the Professional Growth Plan (form C) and submit it to the superintendent/designee. The superintendent/designee will then complete the Formative Principal Evaluation (form D).

- **Novice Category:** The superintendent/designee will complete the Principal Evaluation Form (form D) for building level administrators in the *Novice Category* twice a year.
- **Inquiry Category:** The superintendent/designee will complete the Principal Evaluation Form (form D) for building level administrators in the *Inquiry Category* at least once a year.
- **Intensive Category:** The superintendent/designee will complete the Intensive Improvement Plan (form E) and/or Principal Evaluation Form (form D) for building level administrators in the *Intensive Category* at least monthly or more often.

Step 6: Summative Evaluation

The superintendent or designee will complete a summative principal evaluation (form F) on all building level administrators for employment purposes. Based on the performance levels of the rubric, the evidence of student learning and teacher growth, as well as the dialogue with the supervisor on the professional growth plan, the supervisor will make a decision to either renew or non-renew the administrator's employment contract. This form is placed in the personnel file of the educator at the central office.



Do you need help crafting e-mail to your legislator? AEA/NEA has done all the work for you!

Select from well researched talking points.

Write in your own comments.

The e-mail will automatically be composed for you.

Your Representatives name and e-mail are available with one click.

If you haven't used this application before, you will be amazed at how intuitive this interactive tool is to the user.

This interactive tool will even send you and your local newspaper a copy of what you have composed.

It's e-mail lobbying made easy!

<http://ar--nea.capwiz.com/election/home/>



NBCT- JumpStart your portfolio continued from page 3.

membership and attended the workshop for free. One AEA member remarked, "I feel all the sessions were very helpful! I feel much better about the process after today." Another

participant related, "*Portfolio JumpStart* gave me so much information! This jump-started my thinking regarding the information I needed to include in my National Board

entries." Because participant feedback to AEA was so positive, *Portfolio JumpStart* will be offered twice in 2012. Next year's round of candidates will have the choice

to attend the workshop in either mid-May or early June. For more information contact Richard Hutchinson at arhutchinson@nea.org.



Back to School and so many things to think about...

WE KEEP YOU COVERED

NEA Member Benefits

These days educators need as much assistance getting *back to school* as students—probably more. Your responsibilities as teachers and education support professionals are enormous, not to mention you have personal lives you can't ignore. You need assistance on both fronts!

NEA Member Benefits was created to do just that—*assist you*—through our programs, services, discounts, informative articles, online course offerings and knowledgeable staff.

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Stay tuned for new and exclusive offers via neamb.com/backtoschool...starting in September.



YOUR DEDICATION DRIVES OURS®



Health Insurance Update

Active and Retired Employees

There is some good news about your health insurance plan. There will be no change in rates through December 31, 2011. This is due to changes in the Affordable Health Care Act enacted by the U.S. Congress. Rates are now for calendar years, so health insurance will run from January 1 through December 31 of each year.

The State and Public School Life and Health Insurance Board met and adopted plan and rate changes for the 2012 calendar year. The good

news is there is a new plan option that offers the same plan benefits as the current plan with the exception that it has a \$750 individual deductible and a \$1500 family deductible. The co-insurance maximum for the current plan which will be called "The Gold Plan" co-insurance amount will be \$1,500 for an individual and \$3,000 for a family. The new plan will be called "The Silver Plan." It will have a maximum co-insurance of \$2,000 for an individual plan, \$4,000 for a family plan, and will

have a \$50 co-pay for specialists and prescriptions will be \$10/\$35/\$70. Some of the major benefit features are listed below: There are other benefit features that you will want to look at when making your decision about which plan to choose. Full benefit options will be provided by the Employee Benefits Division which is the state agency that manages the health plans. The Gold and Bronze plans will be provided by Health Advantage and the Silver plan will be provided by QualChoice.

Benefit Option	Gold	Silver	Bronze
In Network			
Deductible	0	\$750	\$1500
Co-Insurance	20%	20%	20%
Co-Pays			
Office Visit –PCP	\$25	\$25	Ded+co-ins
Office Visit-Specialist	\$35	\$50	Ded+co-ins
ER or Urgent Care	\$100	\$150	Ded+co-ins
Outpatient Surgery	\$100 then co-ins	\$150+ded+co-ins	Ded+co-ins
Hospital Inpatient	\$250 then co-ins	\$300+ded+co-ins	Ded+co-ins
Co-Ins Max (individual/family)	\$1500/\$3000	\$2000/\$4000	\$2500/\$500
Out-of-Network			
Deductible (Individual/Family)	\$1000/\$2000	\$1500/\$3000	\$3000/\$6000
Co-Insurance	40%	40%	40%
Co-insurance Maximum	\$5000/\$10000	\$5000/\$10000	\$5000/\$1000
Prescription Drugs			
Generic/Formulary/Non-Formulary	\$10/\$30/\$60	\$10/\$35/\$70	Ded+co-ins

Actives	Monthly Premium	State Contribution	Reserve Allocation	Minimum School Contri.	Employee Cost per Month	Monthly Increase/Decrease	% Change In Premium
Gold							
Employee Only	\$ 437.36	\$ 90.12	\$ 28.88	\$ 131.00	\$ 187.36	\$ 17.02	10%
Employee & Spouse	\$ 1,202.68	\$ 160.22	\$ 62.54	\$ 131.00	\$ 848.92	\$ 77.18	10%
Employee & Child(ren)	\$ 779.48	\$ 122.74	\$ 45.18	\$ 131.00	\$ 480.56	\$ 43.69	10%
Family	\$ 1,211.24	\$ 165.92	\$ 63.12	\$ 131.00	\$ 851.20	\$ 77.38	10%
Silver							
Employee Only	\$ 401.62	\$ 90.12	\$ 22.94	\$ 131.00	\$ 157.56	\$ (12.78)	-8%
Employee & Spouse	\$ 1,097.40	\$ 160.22	\$ 92.32	\$ 131.00	\$ 713.86	\$ (57.88)	-8%
Employee & Child(ren)	\$ 712.64	\$ 122.74	\$ 54.80	\$ 131.00	\$ 404.10	\$ (32.77)	-8%
Family	\$ 1,105.20	\$ 165.92	\$ 92.50	\$ 131.00	\$ 715.78	\$ (58.04)	-8%
Bronze							
Employee Only	\$ 148.90	\$ 17.90	\$ 0.00	\$ 131.00	\$ 0.00	\$ (15.10)	-10%
Employee & Spouse	\$ 349.34	\$ 31.82	\$ 0.00	\$ 131.00	\$ 186.52	\$ (146.58)	-44%
Employee & Child(ren)	\$ 238.70	\$ 24.38	\$ 0.00	\$ 131.00	\$ 83.32	\$ (72.04)	46%
Family	\$ 352.42	\$ 32.96	\$ 0.00	\$ 131.00	\$ 188.46	\$ (145.24)	-44%

Retirees - ME	Monthly Premium	Subsidy Holdback	Reserve Allocation	Retiree Cost per Month	Monthly Increase/Decrease	% Change In Premium
Medicare Eligible						
Retiree Only	\$ 144.75	\$ 96.91	\$ 6.40	\$ 41.44	\$ 0.00	0%
Retiree & NME Spouse	\$ 568.37	\$ 0.00	\$ 0.00	\$ 568.37	\$ 0.00	0%
Retiree & Child(ren)	\$ 486.85	\$ 61.61	\$ 4.07	\$ 421.17	\$ 0.00	0%
Retiree & NME Sp&Ch	\$ 918.61	\$ 38.64	\$ 2.55	\$ 877.42	\$ 0.00	0%
Retiree & ME Sp	\$ 289.49	\$ 111.54	\$ 7.36	\$ 170.59	\$ 0.00	0%
Retiree ME Sp & Ch	\$ 631.60	\$ 76.25	\$ 5.03	\$ 550.32	\$ 0.00	0%

Retirees - NME	Monthly Premium	Reserve Allocation	Retiree Cost per Month	Monthly Increase/Decrease	% Change In Premium
Gold					
Retiree Only	\$ 457.42	\$ 0.00	\$ 457.42	\$ 0.00	0%
Retiree & NME Spouse	\$ 1,202.68	\$ 50.67	\$ 1,152.01	\$ 0.00	0%
Retiree & Child(ren)	\$ 779.48	\$ 11.20	\$ 768.28	\$ 0.00	0%
Retiree & NME Sp&Ch	\$ 1,211.24	\$ 51.42	\$ 1,159.82	\$ 0.00	0%
Retiree & ME Sp	\$ 596.82	\$ 0.00	\$ 596.82	\$ 0.00	0%
Retiree ME Sp & Ch	\$ 924.22	\$ 16.51	\$ 907.71	\$ 0.00	0%
Silver					
Retiree Only	\$ 401.62	\$ 0.00	\$ 401.62	\$ (55.80)	-12%
Retiree & Spouse	\$ 1,097.40	\$ 0.00	\$ 1,097.40	\$ (54.61)	-5%
Retiree & Child(ren)	\$ 712.64	\$ 0.00	\$ 712.64	\$ (55.64)	-7%
Family	\$ 1,105.20	\$ 0.00	\$ 1,105.20	\$ (54.62)	-5%
Bronze					
Retiree Only	\$ 148.90	\$ 0.00	\$ 148.90	\$ (308.52)	-67%
Retiree & Spouse	\$ 349.34	\$ 0.00	\$ 349.34	\$ (802.67)	-70%
Retiree & Child(ren)	\$ 238.70	\$ 0.00	\$ 238.70	\$ (529.58)	-69%
Family	\$ 352.42	\$ 0.00	\$ 352.42	\$ (807.40)	-70%

Future AEA Minority Leadership Summit

REGISTER by October 18, 2011 Space limited to the FIRST 100 registrants! AEA will provide meals for all participants. Housing evaluated on individual basis. Please indicate housing needs (double occupancy) when registering by mail or email at ar-rcanady@nea.org or go to Facebook to RSVP.

**Holiday Inn North
120 W. Pershing Blvd,
North Little Rock**

ACCPE COUNCIL NOMINATIONS

AEA is accepting nominations for AEA-Retired members to serve on the Arkansas Committee for Children and Public Education (ACCPE) Council, the governance body for AEA's political action committee.

There are eight (8) slots for AEA retired members on the ACCPE Council. You may mail, fax, or hand deliver the form, but we must receive it in our office by 5:00 p.m. on October 14.

Mailing Address: AEA,
1500 West Fourth
Little Rock, AR 72201
Fax: (501) 375-4620
E-mail: ar-bevans@nea.org

NAME _____

ADDRESS _____

CITY _____

STATE _____ ZIP _____

PHONE _____

CELL _____

email _____

ATTENTION AEA REPRESENTATIVE

Delegates to the 2011 AEA Representative Assembly will vote on the following amendments

The meeting will be called to order at 7:30 p.m. at the DoubleTree Hotel on November 4.

AEA Announces 2011 Keynote at the Representative Assembly

Kathy Powers, 2011 Arkansas Teacher of the Year, is an enthusiastic teacher who is dedicated to meeting the educational and emotional needs of her students. Her love of teaching, motivates and inspires her students to do their very best. Powers is proud to be a teacher at Raymond and Phyllis Simon Intermediate School in Conway, Arkansas where she teaches fifth and sixth grade reading, writing and language arts.

Powers has 18 years of teaching experience in first, fourth, fifth, and sixth grades, and in almost every subject. She also teaches a evening class to college students at the University of Central Arkansas, where she helps prepare future teachers by teaching about integrated instruction and modifying instruction for special needs learners. These topics are especially relevant now with the new Common Core Curriculum. Powers has been published in education journals and has presented at several conferences including the International Reading Association conference, and has been awarded multiple educational grants.

Powers earned her Bachelor of Science degree in Sociology and Elementary Education from the University of North Carolina at Chapel Hill, in addition, she began teaching first grade in 1993. She earned her Masters of Reading Education from the University of Central Arkansas in 2003. She gained her National Board Certification in Literacy in 2006.

We are pleased to announce Ms. Powers will be sharing her expertise as the 2011 keynote speaker for Arkansas Education Association Representative Assembly to be held at DoubleTree Hotel, Little Rock, Arkansas on November 5, 2011.

Proposed Amendments to the Standing Rules and Regulations

(Additions - underlined)
(Deletions - strikethrough)

IV. Order of Business and Debate

C. Delegates are encouraged to file New Business Items, at least one week before the beginning of District Open Hearing. The Association shall have an open submission period for resolutions and new business items (see definitions below). The Constitution, Bylaws, Rules and Resolutions Committee shall determine which are items of new business, which are resolutions and which are budget proposals.

Resolutions or new business items originating in affiliated local association meetings, AEA-Retired meetings, AEA Standing Committee meetings, Student-AEA meetings, and the AEA Board meetings or submitted by individual AEA members and received by the AEA Constitution, Bylaws, Rules, and Resolutions by the first Friday of the sixth month preceding the Delegate Assembly or by such other date as may be established by such committee, shall be edited and consolidated into a single report to be published in an official publication of the AEA at least thirty (30) days prior to the annual AEA Delegate Representative Assembly. This publication shall constitute the advance report of the Constitution, Bylaws, Rules and Resolutions Committee to the Representative Assembly.

All New Business Items introduced to the AEA Representative Assembly shall include a brief written summary of the rationale concerning the item's purpose by the maker and the cost implications as determined by leadership and staff. The date and time of receipt of each New Business Item shall be recorded on each item as it is received. The Item shall then be numbered and presented to the AEA RA in the order received.

Resolutions and new business items not submitted to the committee in time for publication (as provided above) shall be introduced in writing and submitted The deadline for submitted New Business Items to the platform within shall be 15 minutes after the close of the Friday night session of the representative assembly.

The printed New Business Items shall be made available to the delegates at the door to the Representative Assembly at least 30 minutes prior to the scheduled opening of the next day's Assembly.

Definitions: A resolution is a formal expression of opinion, intent, belief, or position of the Association providing the direction in which the Association should be moving. New resolutions may be proposed and existing resolutions may be amended or deleted by action of the Delegate Assembly. A new business item is one which relates to substantive policies or programs and shall call for specific action by the Association and shall be in effect until the next annual Delegate Assembly.

D. All current resolutions, items of new business and budget proposals shall be circulated to members of the Assembly on the day they are presented. Action on these items shall be taken according to the Order of Business adopted by the Assembly.

E. The Constitution, Bylaws, Rules and Resolutions Committee shall determine which are items of new business, which are resolutions and which are budget proposals.

2011 Amendments to the AEA Bylaws

(Additions - underlined)
(Deletions - strikethrough)

Submitted by the AEA Board of Directors.

Bylaw Amendment #1

Article II, Section 5e

e. Retired members shall have one director for every 1200 retired members or major fraction thereof. The AEA-R president shall fill 1 position for the term of his/her presidency. These Any additional directors shall will be elected at-large among the retired members statewide.

Bylaw Amendment #2

Article III - Affiliation

New Section 1 – Local Association. An affiliated local association is an organization that meets the requirements for affiliation and is established to represent the interests of its members and public education before the governing body of the local school district. Beginning September 1st, 2014, the base qualifications and requirements for an affiliated local association of the AEA shall be:

- Have a minimum of five active members
- Have a minimum of two functioning committees
- Establish and collect annual local dues
- Develop a mission statement, vision statement and a handbook
- Have a minimum of two officers – a president and secretary/treasurer

Renumber the remaining and add this sentence at the end of Section 2-Local associations that receive a written notice of disaffiliation may appeal the decision to the AEA Board of Directors.

Bylaw Amendment #3

Proposed Amendment to the AEA Bylaws: Article I, Section 9 – Dues – Subsection A

This amendment was submitted in timely manner on September 2, 1011 by petition created by Cornelius Roberts and signed by 60 AEA members.

Section 9 - Dues

A. Active (Professional and Educational Support Professional) Annual Professional dues rounded to the nearest dollar shall be \$348.00 for Active Professionals .75 percent of the mean of the previous three (3) years of the classroom teacher average salary as defined by the Arkansas Department of Education, of which four percent (4.0%) shall be set aside for a separate capital outlay fund, and two percent (2%) shall be set aside for an emergency reserve fund which can only be expended on majority approval of the RA. ESP dues shall be \$155.00 until they reach forty percent (40%) of professional dues and shall then be 40% of professional dues. If the three-year classroom teacher salary average causes the 2005-2006 AEA dues to fall below the 2004-2005 amount, then the 2004-2005 AEA dues amount will be the default amount for 2005-2006.

Any person (i) who joins as a professional teacher member or an educational support professional member for the first time after the commencement of the membership year, (ii) who is eligible for active membership (teacher or educational support professional) after

ACTIVE ASSEMBLY DELEGATES

at the Representative Assembly. Additional information will be mailed directly to the delegates.

the commencement of the membership year, or (iii) who returns to professional educational employment or to an educational support position from a limited leave of absence after the commencement of the membership year shall be enrolled in full standing for the remainder of the membership year by paying the amount of annual dues which is commensurate with the remaining portion of the membership year.

Any person eligible for ESP membership who is regularly employed less than 20 hours per week will become an active member by paying one-half (1/2) the ESP membership fee.

Proposed Changes to the OFFICIAL AEA REGULATIONS GOVERNING ELECTIONS

(Additions - underlined)
(Deletions - strikethrough)

Submitted by the AEA Board of Directors.

Section III.

A. Dates

1. In the event more than two persons are nominated for any position, a Nominating Primary election shall be held during the period beginning with the Monday following the first Sunday in February and must be received by the office of the AEA President by 5:00 p.m. the ~~Tuesday~~ Monday following the ~~fourth~~ third Sunday in February. No hand delivered ballots will be accepted. Retired elections will be held by direct mail ballot to each retired member. Elections for other positions listed above will be conducted electronically through the AEA Website with a secure sign in. Any candidate receiving a majority of all the votes cast in the Nominating Primary shall be certified as having been elected. If no majority is received, the State Election Committee shall certify the names of the two highest (or in the case of a tie for second place, the three highest) for the Final Election. NEA Delegates shall be elected by a plurality vote during this Nominating Primary election period.

2. The Final election period of officers, members of the Board of Directors and alternate members of the Board of Directors shall take place beginning on the 4th Monday in March and ending at 5 p.m. on the ~~Tuesday~~ Monday following the ~~Third~~ Second Sunday in April. No ballot by any method will be accepted after 5 P.M. on that ~~Tuesday~~ Monday and no hand delivered ballots will be accepted. Prior to the Final Election, the names of the nominees and their pictures shall be published in an official publication of the Association.

Section IV. ELECTION PROCEDURES FOR NEA DIRECTOR, ~~AND~~ ALTERNATE NEA DIRECTOR, ESP At Large AND RETIRED AEA DELEGATE.

A. A member may file for NEA Director, ~~or~~ Alternate NEA Director for Arkansas, AEA ESP At Large by completing and returning an official nomination form or by completing an online nomination form. Retired AEA Members can file for retired AEA delegate by the same procedure.

B. Information and procedural instructions on the ~~two~~ positions to be filled in Section A above shall be mailed to the president of each local affiliated association and/or membership category by the ~~third~~ last Friday in July. A nomination form from AEA for AEA offices to be filled should appear in an official publication of the Association at least two weeks

prior to the deadline for nominating. Nominations must be received by the office of the AEA President by 5:00 p.m. on the first Friday in September. It will be the candidate's responsibility to verify with the AEA that his/her nomination form was received by the first Friday in September.

C. Election of NEA Director, ~~and~~ Alternate NEA Director, and AEA ESP At Large shall be held at the AEA Representative Assembly. The election for retired AEA delegate shall be held by secret ballot beginning at 8:00 a.m. the Monday following the second Sunday in September and ending at 5:00 p.m. on the Tuesday following the first Sunday in October.

Section XI. STATE ELECTION COMMITTEE

A State Election Committee composed of one member from each UniServ unit, shall be appointed by the president of the association in accordance with the Bylaws of the Association. The Election Committee shall meet on the first Friday and, if needed, continue the meeting on Saturday following the times designated for the Nominating Primary and Final Election. It shall tabulate the returns submitted and certify the results to the President of the Association.

Reserve your
room for the
2011
REPRESENTATIVE
ASSEMBLY

Deadline for AEA discount is Oct 3, 2011. Download your registration form and send it directly to the DoubleTree to reserve your room now. Go to aeaonline.org/ or call 1(800) 222-8733.



Vision, Mission And Core Values The Arkansas Education Association

We, the members of the Arkansas Education Association, are the voice of education professionals.

Our work is fundamental to the state, and we accept the profound trust placed in us.

Our Vision

Our vision is a great public school for every student.

Our Mission

Our mission is to advocate for education professionals and to unite our members and the state to fulfill the promise of public education to prepare every student to succeed in a diverse and interdependent world.

Our Core Values

These principles guide our work and define our mission:

- **Equal Opportunity.** We believe public education is the gateway to opportunity. All students have the human and civil right to a quality public education that develops their potential, independence, and character.
- **A Just Society.** We believe public education is vital to building respect for the worth, dignity, and equality of every individual in our diverse society.
- **Democracy.** We believe public education is the cornerstone of our republic. Public education provides individuals with the skills to be involved, informed, and engaged in our representative democracy.
- **Professionalism.** We believe that the expertise and judgment of education professionals are critical to student success. We maintain the highest professional standards, and we expect the status, compensation, and respect due all professionals.
- **Partnership.** We believe partnerships with parents, families, communities, and other stakeholders are essential to quality public education and student success.
- **Collective Action.** We believe individuals are strengthened when they work together for the common good. As education professionals, we improve both our professional status and the quality of public education when we unite and advocate collectively.

Adopted by the Arkansas Education Association's Representative Assembly in April 2007.

Carter attends the NBPTS Conference

Melba Carter, 2nd grade teacher at Oakbrook Elementary in Pulaski County Special School District won a trip to the 2011 National Board Conference.

Carter is an AEA member and attended the National Board Professional Teachers Conference held last spring.

"I became excited about being the winner of an all expense paid trip to the 2011 NBPTS Conference en-

titled "Reboot! Teaching Transformed" only after I transformed my mind from thinking about my personal problems to focusing on the possibilities of discovering new effective ways to meet the needs of my students.

I wasn't disappointed because I left the conference invigorated by various messages and presentations delivered by individuals such as: authors Daniel H. Pink and Diane Ravitch, NBCT Teacher of the Year, Sarah Wessling, Karen Cator Director of the Office of Educational Technology, and Pedro Noguera a professor at New York University and an expert on school reform, diversity and the achievement gap.

Although there were different faces from diverse places the core of each message focused on how educators could reach and teach students of today and prepare them to be productive citizens of the future. Yes, the subject of merit pay, Finland, testing, test scores, politics and TRUST were echoed throughout the conference. But the bottom line was the rebooting and transforming of teachers and their teaching practices in order to equip today's students to meet the challenges and changes in an ever changing world; a world filled with technology, different cultures, social and economical differences. I was proud to be surrounded by educators that had taken the first step of transformation by choosing to become NBCTs."

Special announcement concerning your retirement

(Continued from page 1)

This memorandum was sent out September 15, 2011 from AEA President Donna Morey and Executive Director Rich Nagel. Forums will be held throughout the state concerning the topics listed in the memorandum. The locations have not all been identified.

September 20, 4:00 – 7:00 p.m. Center for Non-profits – Rogers, AR (AEA attended this event and gave testimony)

September 21, 10:00 – 11:30 a.m. 13th & Walnut Streets

October 17 & 18, Arkadelphia, AR (meeting place and times to be determined)

December 12 & 13, Jonesboro, AR (meeting place and times to be determined)

George Hopkins, the Executive Director of the Arkansas Teacher Retirement System (ATRS), recently sent a written update on, "potential legislative proposals that could materially affect the benefits and retirement laws for ATRS members." Hopkins noted that, "these proposals are not proposals of the ATRS Board." Hopkins went on to write that, while it is very early to consider legislative proposals, the recent focus on public employee retirement benefits and laws has given rise to serious consideration of four proposals by members of the Arkansas General Assembly.

The Arkansas Education Association (AEA) shares the ATRS Director's concerns about the proposals that appear headed for serious consideration by the Arkansas General Assembly. ATRS staff and the AEA want to ensure that retirement system members and ATRS employers are aware of these proposals in the early stages to allow members and employers to provide input while the shape and scope of the proposals are being considered.

Exactly what is introduced in the General Assembly will be significantly shaped by input from ATRS members and the general public before the session. Your opinion and input are important to members of the General Assembly. The Public Retirement Committee is holding regional meetings across Arkansas to make it easier for ATRS members and the public to attend legislative meetings on retirement issues. The Public Retirement Committee wants to obtain input from citizens throughout Arkansas.

The first two regional meetings for ATRS members and ATRS employers to express their

views on the four proposals are scheduled for Tuesday, September 20, from 4:30 p.m. to 7:00 p.m.; the second meeting is scheduled for 10 a.m. on September 21st. Both meetings will be held at the Center for Non-Profits, 13th and Walnut Streets, Rogers, Arkansas.

The four potential proposals addressed in Director Hopkin's update include:

1. Elimination of Teacher-Deferred Retirement Option Plan (T-DROP): ATRS has had a T-DROP for a number of years. Many members have used it successfully to prepare for retirement and to enhance their monthly retirement benefits. T-DROP has been used by ATRS to promote the retention of experienced teachers and educators. The data compiled by ATRS establishes that T-DROP has been effective in achieving the goal of retaining experience in delivering educational services to Arkansas citizens. At this time, T-DROP does not add cost liability to ATRS, and based upon studies, it may actually save the ATRS money.

2. Retirees' Benefits and Active Members' Retirement Account Information Available for any Citizen to publish or print: ATRS members' individual account information and retirement benefits are exempt from public disclosure. Based upon recent statements in the media, legislation may be introduced that would mandate that ATRS release each member's retirement account information upon the request of any citizen. Elimination of this exemption will allow anyone to obtain, view, publish and use each ATRS member's data for any purpose once it is released. Depending upon how the potential proposal is written, the information that could be obtained on any member could be extensive. The information could include the member's retirement option choices, the member's monthly benefit, the member's participation in T-DROP and other programs, the member's T-DROP balance, the member's final average salary calculation, the member's beneficiary elections, and other similar information.

3. Prohibiting Retirees from Returning to Work and Eliminating Monthly Retirement Benefits during Reemployment: ATRS staff has been notified that either or both of these proposals will be introduced at the first available opportunity. Currently, there are over 4,000 retirees who have returned to

work at an ATRS employer. The retirees are performing work that includes full and part-time work. The work includes substitute bus driving, substitute teaching, administration, full-time teaching especially in the critical shortage licensure areas and other support staff work. Often, in certain parts of the state, finding a qualified teacher to finish a school year is difficult, if not impossible, without the use of retirees.

In the 74 year history of ATRS, retirees have always been allowed to return to work to ensure that experienced, qualified and capable educators have been able to provide the delivery of educational opportunities to Arkansas citizens. In many instances, the re-employment of retirees ensures educational continuity for students.

Since 2009, ATRS has actually benefitted from retirees being rehired. Now that an ATRS employer must pay a 14% contribution on a rehired retiree, ATRS can apply the entire contribution to reduce the liabilities of the retirement system.

4. Reduction in the ATRS 3% Annual Simple Cost of Living Adjustment (COLA): A shell bill (a bill containing just a title and no additional language) to amend the 3% COLA was introduced in the 2011 legislative session, and it was not considered by lawmakers. ATRS and AEA anticipate a proposal to reduce the COLA to a lesser amount. It is important to note that the ATRS retiree COLA is a simple adjustment and not a compounded one. This means that the annual 3% COLA is based upon the retiree's annuity amount at the time of his or her retirement, and it is not based on the retiree's current annuity.

ATRS tracks the relative spending ability of ATRS retirees over time. The 3% simple COLA has allowed ATRS retirees to maintain relatively stable spending ability overtime. The ATRS has seen its COLA as another means of retaining quality educators to remain in the public schools. One of the goals of ATRS remains to reward career educators with a quality retirement benefit.

ATRS staff members and AEA leaders and staff members will be at all of the regional meetings. If you attend a regional meeting, please introduce yourself to the ATRS and the AEA staff in attendance.

"But the bottom line was the rebooting and transforming of teachers and their teaching practices in order to equip today's students to meet the challenges and changes in an ever changing world..."

Visit AEAonline.org for
Professional Development Conference
Registration, scholarship deadlines
and
grant information!

Highlights of the 2011 Professional Development Conference

We're very pleased to offer a wide array of innovative and creative workshops at this year's Professional Development Conference. Foremost on the agenda is the new statewide teacher evaluation system – a topic that will be thoroughly explored by our Rozzell Lecturer, Representative Johnnie Roebuck.

We're offering some excellent workshops on quality in the classroom – highlights include ESL – Access the Core, literature circles, assessment of students with disabilities, and incorporating live theater into the classroom. You'll also learn how to infuse new energy into your history lessons with sessions on using wartime art to teach history and the Arsenal Crisis. In addition, you'll have the opportunity to learn about safe technology practices in the classroom, something every teacher today needs to know.

Student welfare, both in and out of the classroom, is another important focus this year. Be sure to attend the workshop on NEA's

family, school and community partnership training, as well as the youth suicide awareness and prevention session presented by the Jason Foundation at Pinnacle Point Hospital.

Rozzell Lecture: Getting Ready for the New Arkansas Teacher Excellence and Support System

During the 2011 session of the Arkansas General Assembly, comprehensive legislation was passed creating a new statewide teacher evaluation system that will be implemented over the next four years. Representative Roebuck, who was the sponsor of this important legislation, will talk with teachers and administrators about how the new evaluation system legislation was developed and the impact this new system will have on public schools in Arkansas. ADE 5.01.1, Dr. Johnnie Roebuck State Representative, former Graduate Dean, Henderson State University, Presenter.

ESL – Access the Core – Level 1

This two-day institute provides educators and administrators with research-based, effective first best practices for closing the achievement gap in today's classroom for: English Language Learners (ELLs), Native English-Language Students Advancing Their Academic English (AELLs), and High-Poverty Learners. This institute is intended for teachers in culturally and academically diverse schools. It provides a platform for collegial conversation related to differentiated instruction and providing students with rigorous learning experiences. Access the Core – Level 1 aims to improve, refine and positively affect English language instruction within the content areas. This workshop summarizes what is known about effective teaching practices and the conditions that support measurable achievement and success when students ACCESS the CORE curriculum. ADE 5.01.2, 5.01.3, Ana Filipek PhD, Presenter.

The Power of Family School Community Partnership

Some measure of parent and community involvement has always been a cornerstone of public schools. However, that involvement has usually been directed and guided by the schools and focused primarily on fundraising, volunteering and supporting school activities. We now understand that families and the broader community must be included in decision-making and school governance. We also recognize that the learning which occurs within the family and community contributes to school success, so we must give greater attention to these collaborative efforts. This workshop will introduce the NEA family, school and community partnership training, a program designed to help schools to intensify efforts to establish partnerships with families and communities in schools. ADE 5.01.3, Richard Hutchinson, Presenter.

Technology and Cyber Security Awareness Strategies

Do you understand the reasons for State IT Security Policies (i.e. lockouts, secure passwords, etc)? Technology is an essential element for educators moving forward into Schools of the 21st Century and Common Core Curriculum. Learn about safe technology practices, the issues behind the Security Policies and where to find resources to reinforce this important information for students. ADE 5.01.02, Dana Thompson, Presenter

Incorporating Literature Circles with the Core

Do you want to regain joy in teaching reading and writing? Literature Circles are small, peer-lead book clubs with discussion groups whose members have chosen to read the same story, poem, article or book. The nationwide phenomenon of Book Clubs (Thank you, Oprah) should be extended to our kids. ADE 5.01.2, 5.01.3, Kathy and Michelle Howell, Presenters. See more on the registration site.

Many more workshop and descriptions can be found online at aeaonline.org Register today!

Arkansas Department of Education Rules and Regulations Governing Attendance at Instructional Professional Development Sessions Toward Fulfillment of the ten (10) Days of Required Staff Development (extracted from document. For complete a copy, go to aeaonline.org/rules_prodev.pdf

5.01 The teacher shall submit a formal request to the Administrator of the school to attend the instructional staff development session at least 30 calendar days in advance of the meeting.

5.02 The school district cannot require a teacher to take personal leave for attendance at an approved instructional staff development session.

5.03 Local school employees may not refuse to attend district or school staff development sessions designed to implement restructuring mandated by Act 236 of 1991 even if credit has already been received for attendance at other professional meetings.

5.04 Attendance at these staff development sessions does not relieve the teacher of their contractual obligations.

"The act clearly allows teachers to receive staff development credit for attendance at the AEA Convention sessions (if the sessions have been certified by the Department of Education). In my opinion, therefore, the act supersedes the standards on this point, and authorizes credit for attendance at the AEA sessions toward fulfillment of the five days of required staff development even if the sessions occur on student interaction days". Opinion No.- 93-380 to Mike Beebe, State Senator, December 21, 1993 by Attorney General Winston Bryant.

Notice of Intent

YES, I will be attending AEA Professional Development Conference

To _____,
Building Administrator

From _____
Date _____

Pursuant to Arkansas Department of Education guidelines regarding attendance to AEA Convention (Professional Development Conference), you are hereby notified that I plan to attend the AEA Convention workshops on the date(s) and time(s) checked below.

_____ Thursday, November 3 – a.m.
_____ Thursday, November 3 – p.m.
_____ Friday, November 4 – a.m.
_____ Friday, November 4 – p.m.


Complete and submit to your building administrator.

Reminder – Act 1151 of 1993 requires that school employees notify their building administrators at least 30 calendar DAYS before they intend to attend the AEA Convention.

Posted online Sept 21, 2011

Reserve your room for the 2011 Professional Development Conference downtown Little Rock Today!

Special room rates at the DoubleTree are available for AEA Members for a limited time. Deadline for discount is Oct 3, 2011. Download your registration form and send it directly to the DoubleTree to reserve your room now. Go to aeaonline.org/ or Call 1(800) 222-8733.



IF YOU ARE AVAILABLE TO FACILITATE A WORKSHOP, CONTACT BRENDA WALTON AT AR-BWALTON@NEA.ORG

OCTOBER 2011

- Oct. 3 ATRS Board of Trustees
- Oct. 4 Early voting begins for school runoff election
- Oct. 4 AEA Retired RA Election ends
- Oct. 7 Deadline for receipt of continuing AEA membership rosters
- Oct. 8 AEA Local Leaders Training Part II-Yom Kippur
- Oct. 10 Columbus Day
State Board of Education
- Last day for early voting in school runoff election
- Oct. 11 School Runoff Election
- Oct. 16 NEA Southeast Regional Minority Leadership Seminar
- Oct. 17 Boss's Day
- Oct. 20 Shemini Atzeret
- Oct. 21 Information to local presidents on AEA/NEA elections
- Oct. 21-23 NEA SE Regional Minority Leadership Seminar
- Oct. 22 Arkansas Committee for Children and Public Education Council
- Oct. 24 United Nations Day
- Oct. 26 Diwali
- Oct. 31 Halloween

NOVEMBER 2011

- Nov. 3-AEA Human Relations Recognition
- Nov. 3-4-AEA Professional Development Conference
- Nov. 4-AEA Retired Luncheon
- Nov. 4-5 AEA Representative Assembly
- Nov. 4-5 NEA All Committee Weekend
- Nov. 6 Daylight Saving Time ends
- Nov. 7-8 NEA Executive Committee
- Nov. 8 Election Day
- Nov. 11 Veterans Day
- Nov. 11-12-NCSEA Annual Fall Meeting
- Nov. 13-19 American Education Week and Community in the Classroom
- Nov. 14 State Board of Education
- Nov. 16 Education Support Professionals Day
- Nov. 18 & 19 Future Minority Leaders
- Nov. 24-25
Thanksgiving – AEA offices closed

Visit our Web site

aeaonline.org

Your membership keeps us strong.

As new members are recruited and our numbers grow, the Arkansas Education Association (AEA) gains the strength and ability to further improve public education for Arkansas students and working conditions for education professionals in the state. The greater its membership, the more effectively AEA can influence the policies and laws that shape education in Arkansas, and protect the rights and benefits of the state's education professionals. Don't forget to visit us on FacebookArkansas-Education Association and Twitter (Arkansas EA) to keep current on the latest events, and share them with potential members.

WHY
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Local Leadership Conference Set For October 8-Phase II

AEA will kick off Phase II of its Summer Leadership Conference on October 8, here in Little Rock. Local leaders from around the state will join together in Little Rock to continue their individualized leadership training focusing on their roles and responsibilities in representing their local membership.

In June, over 140 leaders met to establish local organizing and leadership development plans to help engage local leaders around the state.

Modifications and adjustments will be considered at the second session held on October 8. This session

will facilitate and enhance the local's ability to reach their goals for the year. In addition, the session will include an introduction to political action. Local leaders will receive training on how to become a strong advocate for Public Schools in Arkansas.

The final phase in this leadership training will take place in January of 2012 focusing on Personnel Policies, Grievance Procession, Professional Rights and Responsibilities, and Communications.

Member leaders must have attended the first session to attend the upcoming sessions.

Visit us on **Facebook**:
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Activate your NEAMB Card on the AEA Web site and start enjoying the benefits of membership.

▶ Register online for PD conference.

▶ Grants and Award section for members

▶ Calendar of events

▶ Links for Click and Save Members.

