The Survey Results That Frank Porter Won’t Read

Here is the initial publication of the results of the survey on administrator effectiveness. We want to thank all who participated in the process. We also want all members to know that due to the timing of the excessive layoffs, the publication of the survey results was unfortunately put on the back burner. However, the district was immediately informed of your greatest concerns.

TOP RATED Elementary Site Principals

#1 Karen Snyder, Aero Haven
All 18 areas were rated Exceeds Member Expectations
“She is phenomenal, doesn’t forget that she was once a teacher.”
She will be at the new school on the Madison site next year!

#2 Leo Alvarez, Del Paso
15 Exceeds Member Expectations
Communicates “through staff meetings and daily bulletins”
“Very professional when talking to parents”

#3 Betty von Werlhof, Babcock
15 Exceeds Member Expectations
“Attends all awards assemblies and other school-wide events….”

#4 Axel Hanneman, Vineland
13 Exceeds Member Expectations
“Always positive towards students, staff and parents.”
“…staff at Vineland are well supported and that our instruction runs smoothly – even to the point of stepping into the classroom to provide direct support.”

#5 Maria Oropeza, Woodlake
12 Exceeds Member Expectations
“If one of the teachers has a difficulty with something we are supposed to be doing, she definitely is open to discussion, and will try to help…..”

TOP RATED Secondary Site Principals

#1 Paul Orlando, Rio Tierra JHS
11 areas were rated Exceeds Member Expectations
“Goes out of his way to inform staff of district decisions”
“Builds a good rapport with staff and students alike”
“Always willing to try new ideas from the staff on how to improve our school”

#2 Roxanne Mitchell, Norwood JHS
11 Exceeds Member Expectations
“Our administrators always include the staff in important decisions”
“The door is always open to speak to any administrator and they are always patient and understanding”
She will be at Foothill Farms Jr. High School next year!

#3 John Stephens, Pacific HS
9 Exceeds Member Expectations
No comments were entered for this administrator

#4 Rusty Clark, Rio Linda HS
18 Meets Member Expectations
“Mr. Clark is well regarded in the community”
“Listens to everyone’s input, then makes a decision. Willing to change course on decisions that can be improved on.”
He is the Executive Director, Rio Linda Neighborhood Network for next year.

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President’s Message

May 20, 2010

The last ten days of school can be exceedingly stressful. The burdens of lay-offs, surpluses, and school closures have put TRUE members on edge. The District’s procedures and processes still need work, but they are marginally better than last year.

The District’s methods of moving teachers through lay-offs, surpluses, involuntary transfers and administrative transfer has raised the level of animosity toward the District. The need for retaliation against teachers, supporting incompetent principals and manipulating assignments within schools are detrimental to teachers. Perhaps the greatest injustice took place on May 11, 2010. The Twin Rivers School Board voted 5 to 2 to lay-off more than 200 teachers. To that, we must add twenty-three (23) teachers that remain laid-off from 2009. These are obscene numbers and do not reflect the District’s budget. It is obvious the District is in no hurry to develop a culture of cooperation and collaboration with TRUE. That is okay, however to resolve these injustices, it is going to take a political overhaul. We believe we have exhausted all other remedies with the district.

John Ennis
TRUE President

School Board Approves Devastating Layoffs of 200+ TRUE Members

Facing the devastating loss of more than 200 teachers, TRUE members protested the proposed layoffs at the May 11, 2010 TRUSD School Board meeting. Before the meeting, TRUE members placed 203 empty chairs along Watt Avenue in an effort to make the public aware of the impact of the proposed layoffs. TRUE members and their families wore pink and carried bright pink layoff signs or taped support pledges to their bodies. These members met outside and entered the building together, showing mass support for teachers facing layoffs.

Several TRUE members spoke to the TRUSD School Board concerning the proposed layoffs. TRUE President John Ennis reminded the Board that too many classroom teachers have been lost already. He wanted them to know that the money saved through lay-offs exceeded the amount needed to close the budget deficit. Chuck Denonn spoke to the Board about the past 33 months and the lack of teacher trust since forming the new district. Velma Strong expressed her concerns that the district administration has not received their fair share of cuts.

Unfortunately our cries fell on deaf ears. Our requests for the Board to rescind the layoffs were ignored. After the district lawyer summarized the hearings, Mr. Rob Ball provided a short description of an insolvent district. According to Mr. Ball, without looking at any layoffs the School Board would be taken over, the superintendent would be replaced, and the collective bargaining agreements would go away. After lecturing TRUE members, the Board voted 5-2 in favor of the layoffs.

Julianne Neal
TRUE Director-at-Large
BOTTOM RATED Elementary Site Principals

#1 Linda Bean — Strauch Elementary (formerly Linda Rueter @ Foothill Oaks)
16 areas were rated Does Not Meet Member Expectations
“Morale at our school is at an all time low. Teachers don’t feel their opinions are valued. We do not have a say in how things are decided. Our new principal never asked how we did things in the past, even though they had been in place for years, and they worked.” She is rarely on campus before 8:20 am or after 4:00 pm.
For time sensitive issues and regular correspondence, 100% of the staff rated her as Does Not Meet Member Expectations.

#2 Patrick Birdsong, Castori
15 Does Not Meet Expectations
“Confusion reigns at Castori. I am never clear about dates, times of events, or what to bring to meetings.”
“Everyone is afraid to voice their concerns and opinions”
For fosters positive school wide morale, 100% of the staff rated him as Does Not Meet Member Expectations. For implements realistic discipline standards for pupils on a consistent basis, 100% of the staff rated him as Does Not Meet Member Expectations.

#3 Alberto Becerra, Hagginwood
15 Does Not Meet Expectations
“Very little to no praise… Principal has observed my teaching once in the entire year…”
“Staff meetings are a total waste of time…. he has allowed private business people to come solicit us, one was a CPA who wanted tax return clients, claiming it was a fund raiser.”

#4 Michelle Nunn, Pioneer
12 Does Not Meet Expectations
“The morale at Pioneer is as low as I have ever witnessed on a school campus.”
“…there is the fear of consequence and retaliation if a problem is brought to light.”
“Decisions are made and everyone is to obey, period.”

#5 Tori England, FC Joyce
11 Does Not Meet Expectations
“…yells at teachers in staff meetings, uses profanity, and has told us that our rooms do not belong to us. Our rooms belong to the district and if she wants to use them she does not have to ask permission.”
“I’ve never seen morale so low, and I’ve worked here for over … yeas.”
“She announces test scores publically in the cafeteria.”

BOTTOM RATED Secondary Site Principals

#1 Will Brown, Foothill HS
16 areas were rated Does Not Meet Member Expectations
“Lax enforcement of rules and lax consequences have changed the personality of the student body from relatively positive into one of frequent rebelliousness and defiance.”
“Has never had any discussions with staff about curriculum, instruction, school mission or goals.”
“Teachers are not respected and opinions have little value.”
“Never seen lower morale. He intimidates and bullies teachers.”

#2 Jeff James, Foothill Farms JHS
12 Does Not Meet Expectations
“Tends to talk down to staff with such an air of superiority in manner, it is often insulting and lacks in trustworthiness.”
Roxanne Mitchell will be the site administrator at Foothill Farms JHS next year.

#3 Darryl Hawthorne, HAAD,
11 Does Not Meet Expectations
“Most teachers at our site have given up on discipline support from the office.”
“HAAD administrators have created very hostile work environment. They harass and intimidate rather than support teachers and classified.”
“This is a hostile work environment, with absolutely zero support and professions courtesy.”
“There have been no celebrations for student’s accomplishments that I know of…”

#4 Harjinder Mattu, Rio Linda JHS
7 Does Not Meet Expectations
“Principal does not walk around enough to know what is going on.”
“Principal never attempts to recognize student achievement.”
This site will close and open as new 5th through 8th grade campus.

We took great effort to ensure that the remarks remained confidential and anonymous. We also want you to know that the survey will go further than our own TRUE News! Also look for a follow up article in the fall issue. There you will see the results of other site administrators as well as the leadership at the district office.
U.S. Department of Education and Priority Schools

The Obama Administration has raised the stakes in their education “blueprint” by requiring struggling schools, also known as priority schools, to turn themselves around using one of four intervention models.

The administration has worked with NEA and agreed with some of NEA’s suggestions. The US Department of Education (ED) is providing funding through School Improvement Grants (SIG). The SIG program offers substantial incentives for districts to apply. The grant amounts range between $50,000 and $2 million per school. The four intervention models are:

Turnaround Model
Replace the principal and at least 50 percent of the staff, adopt a new or revised research based instructional program

Restart Model
Close the school and restart it under the management of a charter school operator.

School Closure Model
Close the school and enroll students who attended the school in other high achieving schools in the district

Transformation Model
Address four specific areas that are critical to transforming the lowest achieving schools, a) develop teacher/leader effectiveness; b) implement comprehensive instructional reform strategies; c) extend learning time and create community-oriented schools; d) provide operating flexibility and intensive support

The Transformation Model is the model supported by NEA. This model makes the most sense for any priority school in any location. This model can work in a rural area where there is only one elementary and one high school with both being priority schools. It can also work for the inner city areas with several priority schools.

Negotiations Update

On Thursday, May 6 The Negotiation Team agreed to language changes for Article 8 (Transfers) and Article 11 (Discipline). The language improvements will apply to the 2010-2011 school year. We spent a great amount of time on Article 10 (Evaluation), but could not reach agreement. The District pulled the article from the re-openers and it will be negotiated next year. This practice is within their right since they opened the article. We presented our proposal for Articles 7 (Class Size), 4 (Work Day/ Work Year), 14 (Salary) and 15 (Benefits). It is in the interest of both sides to have a successor agreement in place by June 2011, when the current agreement expires. The possibility exist that what has been agreed to will roll over into the new agreement, which would allow next years negotiations to start on time and conclude in a timely manner.

Paul LeFrancois
TRUE Lead Negotiator

Elections Update

TRUE Elections Committee just finished running the TRUE Director-at-Large election. Members elected the following Directors-at-Large:

- Grades Pre-k to 6th Regular Education Directors are Julieanne Neal, Sharon Reichelt, Jeanie Stockton, & Lisa Gant;
- Grades 7 to 12 Regular Education, charter, and adult education Directors are Chuck Denonn and Paul Le Francois;
- Grades K to 12 Special Education Director is Chris Bach;
- Minority-at-Large Representative is Aaron Chan.

Congratulations to you all! Unfortunately, no one ran to represent the Specialty Groups. Look for the Election Announcement for this group in August.

Julianne Neal
TRUE Elections Chair

Education Humor: A second grader came home from school and said to her grandmother, “Grandma, guess what? We learned how to make babies today.” The grandmother, more than a little surprised, tried to keep her cool. “That’s interesting,” she said, “how do you make babies?” “It’s simple,” replied the girl. “You just change the ‘y’ to ‘i’ and add ‘es’.”
TRUE CARS+ Elected Officers for the 2010-2011 School Year

TRUE CARS+ Chapter has grown to more than 20 active members this year. Their last meeting of this school year was May 5th and the agenda included discussions around the service delivery for students when in the general education classroom. The chapter is hopeful that the transitions this school year will facilitate continued progress in this area.

The chapter elected and reelected officers for next year. Paula Ramsey, who could not attend, was reelected as vice president. We are all hoping she will continue for the next school year. Both Barbara Oliver as Secretary and Jane Pena as Treasurer were also reelected to their positions for the 2010-2011 school year.

Joan Stafford from Highlands High was nominated as the Historian and she accepted the position. Alicia Sansing, also from Highlands, accepted the position as communications director. Sally Mandujan, from Northwood Elementary was elected as the new TRUE CARS+ chapter president. She and the rest of the chapter are excited about the CARS+ convention that will be held next spring in Sacramento. They are organizing a convention committee to support the convention.

Please get involved in our TRUE CARS chapter; we support special education staff members.

Joyce Childs
Region 7 Director, CARS+
EXECUTIVE BOARD:
Officers:
President............... John Ennis - true.office@yahoo.com
Vice-President.......... Kristin Finney - pazgirik@yahoo.com
Secretary............... Joyce Childs - joyandmic@sbcglobal.com
Treasurer............... Rick Mau - RickMau@trueassociation.org

Directors-at-Large:
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For 4-6.................... Aaron Chan - achan19@yahoo.com
For 7-8..................... Paul Le Francois - lefrancois1@earthlink.net
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                       Nona Boyd - nonahob@hotmail.com
Specialty Groups……... Kerry Kelly - sauserc@surewest.net
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Michelle Dice-Hodgdon - Chris Moran - Patty Reetz

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ORGANIZING COMMITTEE
Committee Chair......... Karen Mix - kemix@msn.com

POLITICAL ACTION COMMITTEE (PAC)
Committee Chair......... Lisa Gant - lisasring@sbcglobal.net

TRUE Reps on the Employee Relations Council (TRERC)
John Ennis          Paul Le Francois       Chuck Denonn
Kristin Finney     Laura Bingham          Bob Wadman
                  Mark Hales

CTA STATE COUNCIL REPRESENTATIVES
Janet Schafer       Janice Auld
Wendy Gallimore     Ann Murray
                   Alternate: Catherine Roller

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Editor................... Julieanne Neal - julieanneneal1@surewest.net
Editing Assistant..... Jen Turner

Calendar of Events
May 25.......TRUE Representative Council Meeting 4:00 PM
May 31.......Memorial Day Vacation
              No School
June 4 ...... Last Day of School
July 1-7 ......NEA Representative Assembly New Orleans
August 10....Half Workday
              Half Furlough Day
August 11....Meetings and Professional Development at School Sites
August 12...First Day of School

Pink Wednesdays
Wear pink each Wednesday in support of our pink-slipped educators.