



Indiana State Teachers Association ADVOCATE

Volume 44, Issue 5

Summer 2015



ISTA Honors Members at RA

Read a recap on page 4

Our kids. Our schools. Our future.

ISTA Launches New Look

ISTA recently invested in a complete brand refresh to develop a more dynamic, cohesive, and progressive visual identity. The process included updating our logos, and streamlining various internal and external communications. We have also refined the Association's core purpose, mission, and values statement. All better reflect who we are and where we hope to be in the future. We are excited to launch the new brand and breathe new life into the Association.

Share your thoughts about our new look with the editor at editor@ista-in.org.

Top Tweet

Use the hashtag **#IamISTA** in your tweets and we'll select our favorites for each issue of the Advocate. Tweet us at **@istamembers**.

@Hoosier47906 #ISTARA15 ISTA started in 1854—still working for students and public education after all these years! #IamISTA

Popular Post

Visit our page for interesting stories, images, local, state and national education news. Be sure to share our posts with your followers! Find us at [facebook.com/indianastateteachers](https://www.facebook.com/indianastateteachers).



Photos on Flickr

Check out event and conference photos of members, ISTA staff and advocates from 2009 through today on [flickr.com/photos/indianastate/](https://www.flickr.com/photos/indianastate/).

ISTA ADVOCATE

Volume 44, Issue 5, Summer 2015

Teresa Meredith
PRESIDENT

Keith Gambill
VICE PRESIDENT

Callie Marksbarry
TREASURER

Brenda Pike, Ed.D
EXECUTIVE DIRECTOR

Indiana State Teachers Association
PUBLISHER

Kim Clements-Johnson
EDITOR

The Indiana State Teachers Association Advocate, 150 West Market Street, Suite 900, Indianapolis, IN 46204-2875, is the official publication of the Indiana State Teachers Association, the state level of the United Education Profession. The content of the Association's publications will be consistent with its mission, strategic objectives and policies.

COVER PHOTO: GREG PEREZ



PURPOSE, MISSION AND VALUES

PURPOSE

To advocate for and advance the interests of Indiana's students, educators, and public schools.

MISSION

The Indiana State Teachers Association is a professional association organized to sustain quality public education, improve students' educational opportunities, and advance the professional status of educators.

VALUES

INTEGRITY: Demonstrated by ethical behavior, professionalism, and commitment to stakeholders.

LEADERSHIP: Demonstrated by vision, progressive advocacy, and the resolve to be an inspiration to the future.

FAIRNESS: Demonstrated by a diverse and inclusive professional community that values its democratic, equitable, and empathetic culture.

COLLECTIVE ACTION: Demonstrated by the power of a unified voice, collaborative action, and mutual support.

“We must remember and own who we are.”

Back-to-school time is upon us as kids from Evansville to South Bend (and everywhere in between) begin to grace the classrooms of our public schools. They are eager to learn and make new friends, whereas educators just like you are ready to **inspire, teach and guide** the many new and familiar faces.

During the summer, I would spend countless hours reviewing ups and downs from the previous year—looking at curriculum, adjusting instruction, and preparing the room. As I sat in my classroom adding finishing touches for that greatly anticipated first day, I felt moved by the awesome responsibility I had been given—the **privilege to positively impact children’s lives**.

Back-to-school is a time of new beginnings, with hopes for a successful year, and the promise of what we can do to make a difference in the lives of Hoosier kids. **And it takes all of us to make it happen.**

Each year, we embrace the challenges our students bring, as well as the challenges faced by everyone in the field of public education. This year is no different. We have such power among us when we work together for the good of both our students and colleagues. Let us move confidently into this school year knowing we will make a difference every single day. **We must remember and own who we are.** We are leaders in our communities. We are on the front lines teaching, supporting and guiding—and we choose to do it despite the adversities faced in public education.



We are the foundation of learning: teachers, nurses, counselors, drivers, custodians, retired educators, college students and professors, and other education professionals who support our schools and students. **We are stronger when we all stand together.** As Mahatma Ghandi said, “Be the change you wish to see in the world.” We can be that change by growing stronger as an Association and pushing for what is best for the students we serve.

So, this year we need your commitment. When we stand together as one unified voice, we make the greatest impact. Let

us **continue to march on, continue to fight for our students, our schools and our profession.** We know we have an uphill battle, but the steps we take to inform colleagues and folks in our communities will make a difference.

Together, through sharing experiences and ideas, our leadership and activism, we are building student success and strengthening the profession. As a member, **share your experiences with your colleagues and encourage them to get involved.** Stay informed. Follow us on social media and our blog for current information on important issues.

ISTA means stronger educators and better public schools to prepare our kids for tomorrow’s challenges. **We must be the change our students need**—let us lead our students to a brighter future.

Teresa Meredith

JOIN YOUR PEERS...

ISTA offers several opportunities throughout the year to learn new skills and network with educators from across the state. Learn about our professional development opportunities and upcoming events at ista-in.org/prc.



Members Honored at ISTA RA

The ISTA Representative Assembly was held Saturday, April 25 at Northview Middle School in Indianapolis, Ind. Here, the highest governing body of the Association allows delegates to vote toward shaping the destiny of education in the state.

During the ISTA RA the 2015-16 budget was discussed, as well as Association rules, bylaw amendments and plans for future business. There was a ceremony held

honoring eight recipients of five prominent ISTA awards, including: the Dave Hanna Golden Touch Award, Minority Educator Award, ESP of the Year, Horace Mann Hoosier Educator of the Year, and Friend of Education Award. Among these recipients was **Hilda Kendrick-Appiah**, a Jeffersonville teacher elected to the NEA Board of Directors at the event. Congratulations to all the deserving honorees!

2014-15 ISTA Award Winners

DAVID HANNA GOLDEN TOUCH AWARD

This award recognizes outstanding contributions of retired members of ISTA-Retired who have demonstrated continued leadership in both the Association and community.

Dennis Keithley,

Lake County ISTA-Retired chapter president

Kathy Sharp,

ISTA-Retired Membership Committee

Mary Ann Young,

Warrick County ISTA-Retired chapter president



Naville

ESP OF THE YEAR AWARD

This award recognizes the extraordinary efforts by and education support professional on behalf of young people.

Tammy Naville, New Albany Bus Drivers

FRIEND OF EDUCATION AWARD

This award is presented to individuals whose leadership, acts and support have contributed to the improvement of public education in Indiana.

Phyllis Bush, co-founder of Northeast Indiana Friends of Education

Dr. Tony Lux, tireless supporter of public education



Draiger Thomas

ISTA AND HORACE MANN HOOSIER EDUCATOR OF THE YEAR

This award sheds light on educators who recognize, reward and promote excellence in the teaching and advocacy of education.

Carol Draiger Thomas, NEA-South Bend

ISTA MINORITY EDUCATOR OF THE YEAR

This award recognizes outstanding minority classroom teachers in Indiana.

Kandel Baxter, Valparaiso Teacher Association



Baxter

MARK YOUR CALENDAR!

8/8/15 I-PACE Meeting at 10 a.m.

8/28-8/30 Executive Committee Meeting (Fort Harrison State Park)

9/11-9/12 ESP Academy (Drury Inn Northeast)

9/19/15 All Committee Meeting (Marriott North)

9/25-9/26 Board of Directors Meeting (Hilton DT/ ISTA Center)

10/9-10/10 Minority Leadership Conference (TBA)

10/16-10/17 ISEA Fall Conference (Marriott East)

10/31/15 Early Educator Summit (Drury Inn Northeast)

11/3/2015 Election Day

12/8-12/9 Executive Committee Meeting

For the most current event and meeting information, visit ista-in.org and click the calendar icon at the top of the web page.

Register to Vote



Elections for many local, state and federal offices, as well as school referenda, will be held in 2016. So register to vote.

Update your registration at <https://indianavoters.in.gov>.

Options Guaranteed (PAC) Donations Go to Education Friendly Candidates

Options Guaranteed is a program that supports school referenda and bipartisan friends of public education who run for Indiana legislature, state offices and local school boards.

Did you know that you can give more to PAC than \$24? It's easy! Visit ipace-in.org/pac-donate. We now offer tiered giving to make donating additional PAC dollars easy.

Contributions to Options Guaranteed are strictly voluntary. If you would like to opt out of Options Guaranteed, ask your local association membership chairperson or local president for a waiver. Make sure that you follow the waiver guidelines.

Remember that contributions to local and state PACs or the NEA Fund for Children are voluntary, not tax deductible, not a condition of membership nor a condition to receive member services or benefits.

2015 Legislative Highlights

In the weeks leading up to the beginning of this year's legislative session, the governor and Republican caucus leaders named the session the "education session". It was a budget year—the budget and the school funding formula became a major focus.

Budget provides a 2.3 percent and 2.3 percent statewide average increase for FY 2016 and FY 2017 (see your own district for the formula run).

Teacher performance awards get another \$30 million in FY 2016 and \$40 million in FY 2017. Even though these awards fall under salary and wage issues, according to the 2011 collective bargaining law, ISTA was unsuccessful

in making them bargainable.

Master degree compensation supplements are now recognized in subjects taught in dual credit assignments, a master's in subjects taught, and for elementary teachers with a master's in math and/or reading and literacy. However, the allocation of this supplement is not bargainable.

State income tax credits are available for teachers who spend their own money to pay for classroom supplies currently deductible under federal tax laws. The credit is capped at the lesser amount of what you spend for qualifying supplies or \$100 each taxable year beginning with the 2015 calendar year.

13th checks will be sent to PERF and TRF retirees thanks to this year's budget.

Member Advocacy Program Launched

ISTA launched a new advocacy program that successfully helped members advocate during the session. **More than 100,000 contacts were made in a three-month period!** That means you answered the call and shared our messages with your friends and colleagues. Many of you also took time to attend lobby days and talk to policymakers in person. Thank you! We will have action opportunities throughout the year on our website at ista-in.org/advocacy.

What's Next?

The end of the session is never really the end. Policymakers continue to promote an agenda that does not do enough to improve student learning or the practice of teaching. Therefore, the work continues.

During the summer and fall, ISTA will continue tracking education policies affecting our members' profession and the students we serve. Read our blog for important news and follow us on Facebook and Twitter for the latest information.

Hilda Kendrick-Appiah and the Future of Education

Q What motivated you to serve on the NEA Board of Directors?

A As educators in our profession and our lives we are either entering “stormy situations” or exiting “stormy situations” every week. I want to help ISTA weather the storms. I weathered many storms in my life. One year my father died on a Wednesday, the next Wednesday, my 30-year-old neighbor died, and the next Wednesday, my 6-year-old student died of cancer. Later, my husband died unexpectedly. I am a survivor. The Association needs NEA board members who can be strong voices of education professionals by uniting our members to be able to withstand and “weather” any attacks on public education.

Q As an advocate for public education, how can serving on the NEA Board benefit educators and the students they serve?

A As educators, we engage students to excel inside and outside the classroom. As an advocate for public education, the new platform will encourage students to work harder to accomplish amazing goals. Some may want to pursue education degrees. Educators will be motivated to fight for important decisions in our profession. Educators will explore and compete in Association opportunities they may have never thought they could achieve. I have recently heard educators say they want to become more active in the Association. They want to fight for public education causes.

Q What is one of the greatest challenges educators face today?

A The greatest challenges faced by education professionals are toxic testing and underfunding of public education. We need to teach not test. We



Kendrick-Appiah at ISTA's Representative Assembly, April 2015.

need to fund public schools to provide high quality programs for our students and “livable” salaries for our educators.

Q What changes would you like to see for the future of education?

A I want to make public education the positive “cornerstone of communities” with respect to all school employees. As Bill Frist said, “Education is the cornerstone of our communities and our country.”

Q How has ISTA supported you on your journey?

A ISTA has provided many leadership opportunities and professional development workshops. ISTA has placed many educational leaders in my life at the start of my involvement: Nate Schnellenberger, Teresa Meredith, Keith Gambill, Callie Marksberry, Dave Knies, Connie Dietrich, Pam Haviland, Sarah Borgman, Dr. Mattie Miller, Edmona Pringle, Julian Smith, Doug Taylor, Dan Haskell, Diana Reed, Kate Ostrozovich, Sasha Huff, Jill Wright, Tammy Byrer, Rhondalyn Cornett, Beverly Doughty, Ron Calabro, Mary Puntney, Frank and Kim Denton, John McLaughlin, Minority Affairs Committee members, 3-G (now District 23 members) and all ISTA members.

Educators Attend Good Teaching Conference, Plan for 2016

As **Mark Shoup**, conference coordinator, stood at the main entrance thanking more than 300 participants for attending our first Good Teaching Conference, he could not help but notice everyone

smiling. “They were leaving the conference not only feeling the day had been worthwhile, but especially proud of their career,” he said. Something that has been sorely lacking for Hoosier educators over the past few years.

During the fall of 2014, Shoup and 10 educators started planning the conference and established two goals: 1) It will be designed and planned by educators for educators. 2) It will help ISTA members be better at their jobs, while at the same

South Creek Elementary Teacher Receives Learning & Leadership Grant

The NEA Foundation reviews applicants three times a year and awards nearly 170 eligible public school education professionals currently in pursuit of professional development opportunities. Recipients of the Learning & Leadership Grant receive \$2,000 toward experiences such as collegial study, action research and more.

“I love professional development,” said **Jennifer Monday**, who teaches kindergarten at South Creek Elementary, and eagerly awaits attending the National “I Teach K!” Conference in Las Vegas this summer. “I strive to be a better teacher every day and find activities that are fun, hands-on, meaningful, exciting, of high interest and relevant for my students.”

After the conference, Monday plans to share ideas, strategies, lessons and best practices with both her school and district. “There are so many unbelievable, well-known, high-profile educators, authors, and experts that will be presenting at the conference.” She plans to keep in contact with the teachers and presenters she meets via email, blogs and social media.



“Standards are changing, technology is changing, children are changing,” she said. “I want to make sure I am keeping up with these changes. Attending this conference will help me be on top

of these changes to best meet the needs of my students.”

Monday has been a member of ISTA since 1998. She says ISTA has provided her with several resources and professional development opportunities, and that she would not be able to attend the conference if it were not for the support of NEA and ISTA. “Receiving this grant is a true honor and I could not be more appreciative.”

Jennifer Monday's Top 5 Back-to-School Tips

- 1. Be organized** Create an inviting learning space. Sometimes less is more. Think about functionality and how your students can use the classroom learning space.
- 2. Get to know your students** Learn as much as you can about your students personally and academically, and as quickly as you can. Create parent partnerships. Be available to parents and communicate frequently.
- 3. Plan ahead** Plan more than you think you will have time for. It is always better to have too much planned than not enough. Do not be afraid to try new things and be creative. Know your curriculum and standards. Set high expectations. Be prepared. Have clear expectations, procedures and rules and model them for your students.
- 4. Keep a positive attitude** Smile and have fun with your students. Enjoy what you do and enjoy your students. Be the kind of teacher you would want your own children to have. Do not forget to take care of yourself and be well rested.
- 5. Set goals for yourself and your students.** Be sure to check in on those goals often. Self-reflect. Learn from other teachers. Do not be afraid to ask experts and/or teammates for help and suggestions.

time, celebrate the work they do every single day within schools statewide.

Shoup said, “ISTA has long supported professional learning for its members knowing that initial and ongoing professional development opportunities

differ for each person, so the conference was designed to allow participants to plan the best day for themselves.”

Considering adult learners share the same essential characteristics as younger learners, the Good Teaching

Conference recognizes how much more knowledge, beliefs, perceptions, and assumptions they bring to new experiences. Therefore, the conference is designed to motivate and engage participants.

The 2016 conference will be even bigger and

better—allowing Hoosier educators to gather for two days in Indianapolis to learn and share with one another. Look for details this fall as we put out the call for top-notch presenters and facilitators March 4–5, 2016.



Eric Hylton Named One of Indiana's Best Lawyers

Best Lawyers released its 2015 peer-reviewed survey results recognizing outstanding attorneys statewide. As the oldest and most respected legal publication in the profession, the magazine has been published in 70 countries, highlighting honorees and their key practice areas. Eric Hylton (Riley Bennet & Egloff), who handles all ISTA legal cases, was named Best Lawyer in Indiana for the field of education. Congratulations!

Top 4 Legal Questions and Answers with Eric Hylton

1 If a fight breaks out between two students, what should I do as a school employee?

First, you need to make sure you follow school policy. Some school corporations have policies that prohibit employees from physically intervening in a fight, while others have policies allowing a school employee to use reasonable force to break up a fight (if a student is in danger or being hurt). The law does not require you to intervene if you feel you are putting yourself at risk for injury.

If you do not intervene physically, you must do everything possible to get the students to stop fighting, such as giving them verbal commands or immediately calling for administrative or law enforcement assistance. We have had school employees attempt to break up fights and be injured and/or accused of child abuse by a parent due to their child getting injured during the break up.

2 If I am charged with child abuse, what are my rights?

If you are charged with child abuse, you should take a representative with you to all administration meetings. If the Department of Child Services or police want to ask you questions, I will personally represent you in those meetings. It is critical that you have representation at these meetings, because even false accusations can affect your job, your

teaching license and freedom, if you are arrested. I handle 65–70 child abuse cases a year for ISTA with about 95 percent being resolved in favor of the school employee.

3 How can I avoid child abuse accusations?

The best way to avoid being accused of child abuse is by following two rules (if possible):

1. Never touch a child.
2. Never be alone with a child.

Though these rules cannot always be followed, a hands-off policy is best when working alone with students. Also, make sure you document any physical interactions with students in case an allegation is made against you at a later date.

4 Should I communicate with students through social media?

I advise school employees to never communicate with students via social media, including Facebook, Twitter, Snapchat, etc. I also advise school employees not to communicate with students via text message. Although these methods of communication are convenient and commonly used by students, too many teachers have allegations brought against them for either violating school policy through communicating with students or having their comments taken out of context and considered inappropriate. The risks far outweigh the benefits.