

Indiana State Teachers Association ADVOCATE

Volume 45, Issue 4

Spring 2017



They're Here: The Next Generation of Educators

Learn How to Welcome Them to the Association

Pages 4 and 5

Our kids. Our schools. Our future.

ISTA Members Awarded Fellowships

Congratulations to the 41 ISTA members who were awarded a Lilly Endowment Teacher Creativity Fellowship! Each fellow will receive a \$12,000 grant to complete a personal or professional development project. For more information, visit teachercreativity.org. See what ISTA members are doing with their grant:

Joseph Donnelly will attend a summer workshop on film scoring at New York University and create, perform and record an original film score.

Erin Blumenthal will enroll in yoga instructor training and use yoga in classroom to reduce anxiety and behavioral issues.

Derek Chastain will construct a large reflecting telescope and host star parties for students.

Sheila Bickley will study the intersection between wildlife and people in Alaskan cities and wilderness.

Stay Connected to ISTA this Summer

May 6

ISTA Representative Assembly

Sheraton Indianapolis Hotel at Keystone Crossing

May 7 – 13

Teacher Appreciation Week

May 9

National Teacher Day

June 15 – 17

Summer Conference

Sheraton Indianapolis Hotel at Keystone Crossing

June 20 – 28

Collective Bargaining Workshops

Regional locations (invitation only)

June 30 – July 5

NEA Representative Assembly

Boston, MA

For more information on upcoming ISTA events, visit ista-in.org/events.



Find us on Facebook: facebook.com/indianastateteachers.



Connect on Twitter: [@ISTAmembers](https://twitter.com/ISTAmembers).

ISTA ADVOCATE

Volume 45, Issue 4, Spring 2017

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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.



Indiana
State
Teachers
Association

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.

Continue to Pursue Your Best: For Our Kids

As the school year winds down, take some time to reflect on the year with an eye toward the summer and fall. Much has changed in our state, nation and around the world this school year. However, what hasn't changed is our commitment to our work, our kids and each other. We are tasked with shaping the minds, hearts and attitudes of tomorrow's inventors, creators, business leaders and educators — no matter who our politicians are or what they profess to do — we have to keep at it to keep our kids motivated, encouraged and supported. To mold our kids into leaders, we also need encouragement, professional development and an opportunity for fellowship.

This summer I hope you'll join me and your fellow educators from around the state at ISTA's 2017 Summer Conference, June 15 – 17. All ISTA members, new and seasoned alike, are encouraged to attend. This will be a great opportunity to refresh your skills, become more involved in the association and meet new people. Bring another educator with you!



Teresa Meredith

If you're looking for strategies to improve the bargaining experience, you'll find sessions on the keys to successful bargaining. If you're interested in how to ensure a quality discussion with your administration, we'll cover that as well. Other topics will include back-to-school educator events, time management best practices, social justice issues, legislative and legal updates and much more. Visit our website for full details, and get registered!

We are the leaders of our profession. We want to be better educators, we want to make certain that the kids who step onto our busses and through our classroom doors have the best chance for a great education — and we're the key. To be the best, we have to take time to grow as professionals, mentor and encourage our peers and pay attention and engage in public education issues in our communities, our state and our country.

As the last day of the school year nears, be encouraged by what you've accomplished and what you've yet to accomplish. Be encouraged by our collective commitment to our mission and to one another. It is up to us to lead.

Online with ISTA and NEA: Resources for New and Experienced Educators



ISTA | ista-in.org | Check out ISTA's new website. Find events, professional development and association updates.

ISTA Action Center
| advocacy.ista-in.org | Follow and connect with legislators on state advocacy efforts that affect your profession.

NEAToday for New Educators
| neatoday.org/new-educators | Read feature articles targeted for new educators on classroom management, work-life balance and more.

NEA EdCommunities
| mynea360.org | Connect with educators from across the globe on this social media platform.

NEA Healthy Futures
| healthyfutures.nea.org | One of several social justice programs from NEA. Get involved!

Education Votes
| EdVotes.org | Follow and connect with representatives on national advocacy efforts that affect your profession.

Securing Our Future: Recruiting the Next Generation of Educators

In 2015, millennials became the largest generation in the American workforce, but only 14.1 percent of millennials aged 16 – 34 were members of a union, according to statistics from the U.S. Census Bureau and the U.S. Bureau of Labor Statistics.

These millennials comprise a significant portion of our profession's early career educators — those with five or fewer years of experience. The National Education Association (NEA) has launched the New Educator Campaign to engage and recruit new educators through one-on-one conversations with experienced members and on-going digital engagement.

The Indiana State Teachers Association (ISTA) is participating in this membership drive to connect with our early career educators. ISTA has seen increasing membership in this age group. Local associations have been key in this drive.

Additionally, the ISTA Professional Resource Center established the ReSupply program. ISTA ReSupply accepts new and gently used classroom supplies to give new educators a boost. Donations will be accepted at ISTA events, where early career educators can shop for free for items they need in their classrooms.

Reach out to those new educators, make them feel welcome and let them know how ISTA can help. Membership materials will offer suggestions on how to make and maintain engagement with early career educator members and continuing members.

New Educator Profile

Annie Rhodes, Washington High School, NEA South Bend

Years teaching: This is my first year as a public school teacher, and my first year teaching Spanish. However, I taught an undergraduate French class when I was at Notre Dame doing my masters.

Teaches: Spanish. I'm also the Quiz Bowl coach.

Favorite part of teaching: The look of triumph on a student's face when she realizes she gets it.

Top benefit of membership: In November, I got to go with a small group of members from my local to the East Baton Rouge Institute, an NEA organizing training conference. There, we learned how much

is possible through organizing in the union. My most important and powerful experience with ISTA has been the realization that there is hope, no matter how scary or unfriendly the sociopolitical climate.

Where do you see yourself in five years? I don't know exactly where I'll be, but I'd love to get more into organizing at the local and even state level. I'd love to see myself in a leadership role for a campaign!

Hobby: I'm an avid Latin dancer. Catch me any weekend dancing salsa, bachata, merengue and cumbia with my wonderful dance community, South Bend Latin Dance. And sometimes, my salsa adventures take me as far as Chicago, Detroit or Indy.

How Your Local Can Connect with New Educators

The Fort Wayne Education Association (FWEA) used an NEA grant to pilot new initiatives and outreach efforts to target new educators. Julie Hyndman, FWEA president, shared the top five initiatives your local can do to reach new educators:

1. Engage them in one-on-one conversations. Allow them to tell their story. Relate their story to what we do in our association.
2. Provide support for new educators. Suggest a mentor, donate classroom supplies, offer evaluation coaching.
3. Make sure they know about local, state and national association events.
4. Make visits to schools, place phone calls and send emails from a variety of local association leaders to offer assistance throughout the year.
5. Inform them of what the association does. We not only represent them in a multitude of situations, but we introduce them to NEA Member Benefits to have their membership pay for itself.



Cross-Generational Support Is the Future

Dozens of bags overflowing with classroom supplies were handed out to Indiana Student Education Association (ISEA) members during the annual ISEA Fall Conference. The future educators, many of whom were beginning their student teaching, were thrilled to receive the supplies.

This initiative originated with an ISTA-Retired chapter. How did a group of retired educators end up donating classroom supplies to future educators?

Rosemary Moore, a former teacher and a current ISTA-Retired zone coordinator, had a vision for bridging the generational gap and redefining retirement. Following a 40-year career in public education, Moore became a student teacher supervisor working with college students to prepare them for their future careers.

Her retired chapter, East Central, developed a partnership with the Ball State Student Education Association through a joint event in 2012.

“ISTA-Retired is always so supportive of the student program, and we need more people like Rosemary who will inspire pre-service teachers to continue into the profession and to be actively involved in ISTA.”

MARCIE HERRING, FORMER ISEA BALL STATE CHAPTER VICE PRESIDENT

Marcie Herring was the ISEA Ball State chapter vice president at the time.

“She would offer any assistance to ISEA that we requested, and kept us in the loop of ISTA by passing along emails,” said Herring. “ISTA-Retired is always so supportive of the student program, and we need more people like Rosemary who will inspire pre-service teachers to continue into the profession and to be actively involved in ISTA.”

The partnership between the two local association chapters strengthened, working together on projects and lobbying legislators.

Coincidentally, two years later, the ISEA annual service project, Outreach to Teach, was hosted in Muncie.

“ISTA-Retired was in charge of all things food,” said Moore. “I had hundreds of bottled water donated and delivered for the day, along with donuts, fruit, etc. for a morning break and Fazoli’s for lunch — all at a discounted cost.”

ISTA-Retired has offered volunteer and fundraising support ever since, reinforcing the partnership between our newest and most veteran educators.

ISTA-Retired’s involvement in fostering future educators demonstrates the support our association can offer to new educators, while forging mentor/mentee relationships and strengthening the Association’s connection as student educators enter the classroom.

ESSA Implementation = Opportunity

Take advantage of this opportunity

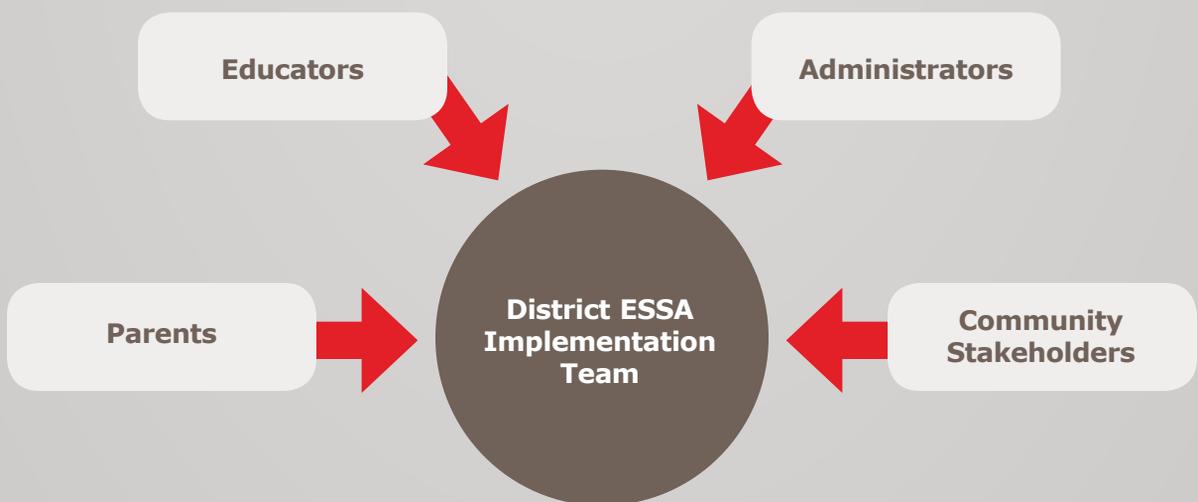
Let's join with parents and communities to create the schools our students deserve!

- More opportunities for a well-rounded education.
- Less time testing.
- More supports for students and schools who need help.
- Educators and communities driving decisions, not politicians.

Where Can Teacher Voices Be Heard at the District Level? On the District ESSA Implementation Team!

What does a district team do?

- Make decisions about learning time.
- Improve school working conditions.
- Conduct opportunity audits.
- Choose opportunity indicators and metrics.
- Do assessment audits.
- Arrange for educator-led professional development.



780+
ISTA
members
surveyed

**NATIONAL VS. STATEWIDE
ASSESSMENT**

“Testing should not
take the place of
teaching or be the
teacher’s focus.”

**TOP TWO STUDENT
INDICATORS**

26.7%

Access to fine arts, foreign language, physical
education, library/media and career and
technical education.

16.1%

Student attendance

**STAKEHOLDER
PARTNERSHIPS**

“Too many students are falling through the educational cracks.
Interventions and resources need to be implemented and
utilized to focus on students to ensure that every student
has an opportunity at SUCCESS.”

60.8%

**TEACHER
EVALUATIONS**

Test scores
should have
NO impact.

WHAT YOU SAID ABOUT ESSA

The Every Student Succeeds Act (ESSA)
is the newly adopted federal education law,
which replaced No Child Left Behind, or NCLB.

Advocacy in Action



ISTA-Retired member Carol Rhue (L) talks to State Superintendent of Public Instruction Dr. Jennifer McCormick (R) at the Legislative Kickoff event.



Fort Wayne ISTA members Renee Albright (L) and Julie Hyndman (R), talk with Sen. Dennis Kruse (R-Auburn), chair of the Senate Education & Career Development Committee.



Rep. Melanie Wright (D-Yorktown) (L) talked with ISTA members Susan Stevenson and Eileen Misener from Elkhart.



Brandi Cross, UniServ Director Heidi Miller, Thomas Gross and Stacia McElhane (L to R) discussed current bills and how they may affect their local association, Huntington CTA.



ISTA-Retired was well-represented at the first legislative event of the 2017 session.



Indiana Attorney General Curtis Hill and ISTA President Teresa Meredith talked about education policy.



ISTA members from Lafayette and West Lafayette grabbed a shot with their legislator, Sen. Ron Alting (R-Lafayette).