



Indiana State Teachers Association ADVOCATE

Volume 46, Issue 3

Winter 2017

Advocate for Your Profession Today

Page 5

**ISTA Outlines
Recommendations
for ESSA
Implementation**

Page 4

Our kids. Our schools. Our future.

Look Forward to Spring with ISTA

Crush those winter blues — mark your calendars for ISTA events this spring.

March 2

Join millions of educators and students for **Read Across America**.

March 3 – 4

Attend the **Good Teaching Conference** which supports excellent teaching and learning.

April 8

Spend the day with ISEA at their annual service project **Outreach to Teach** at the Evans School in Evansville.

May 6

Participate in the member-led **ISTA Representative Assembly**.

Register for these events and more at ista-in.org/events.

Quality Local Association Awards Announced

Building a strong local requires dedication. ISTA recognizes the need for association members to develop skills to advance a local. Therefore, ISTA offers the Quality Local Association Award to incentivize local organizational development.

The award provides chosen locals with funding for one of their members to attend the NEA Leadership Summit or the NEA ESP Conference.

This year three locals received the Quality Local Association Award.

- **Hamilton Southeastern Education Association** will use the award to send a member to the NEA Leadership Summit.
- **New Albany County Bus Drivers Association** will use the award to send a member to the NEA ESP Conference.
- **West Clark Teachers Association** will use the award to send a member to the NEA Leadership Summit.

Congratulations to the Quality Local Association award winners. If your local is interested in applying, please visit the Scholarships & Awards page at ista-in.org/scholarships-awards.



Find us on Facebook: facebook.com/indianastateteachers.



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

ISTA ADVOCATE

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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.

Our Kids Are Counting on Us

With the election over and the legislative session underway, now is a good time to remind ourselves of who we are, what we do and why. Hoosier educators get up and go to school each day, because we are driven by a calling — an innate desire to make a difference. To inspire. To lead. To inform. To teach. We don't pursue this profession for fame and fortune, our rewards are much deeper and more meaningful. And in times of great uncertainty, we rise to the occasion. **Our kids are counting on us.**



Teresa Meredith

For more than 160 years, educators in Indiana have been fighting for each student, for every public school and for every educator from South Bend to Evansville. And, today our work continues. History isn't always progressive, as any history teacher will tell you. Our own history reflects great progress and disappointing setbacks over the years. Let's be motivated by our passion to make a difference — for the kids who step on our buses, walk into our classrooms, move through the lunch line — we do this for them. **Our kids are counting on us.**

Becky Higgins, Ohio Education Association president, recently wrote, "Our goals as advocates for public education are far bigger than any candidate or any race and they do not become less important after the election."

Those words have never been more true than they are today. Let's look at this legislative session as an opportunity. An opportunity to reach out to our adversaries, to build new relationships, to find common

purpose despite political party. We're fighting to preserve the public school as the foundation of American democracy, along with the right of all students — regardless of ZIP code — to receive an excellent education.

Now more than ever, we must reach across the aisle, talk to our friends and neighbors, lobby our legislators, hold our own hometown Saturday morning coffee conversations, engage and inform others so public education in Indiana thrives. **Our kids are counting on us.**

We know education is an investment, an investment in the future of our state and in the kids who will grow to one-day lead. If we're serious about every kid's future, let's get serious about educating all those outside the world of public education about what really works. Let's get busy speaking up about the resources needed for our schools to serve the needs of the students we instruct every single day. An investment in a good education that inspires kids' natural curiosity, imagination and love of learning is what makes America strong. That's our message. That's our call. **Our kids are counting on us.**

You have a voice — collectively our voice is strong. Together, we must continue to work to make sure every child in Indiana has a fair shot at learning. Join me and get involved this legislative session. Visit ista-in.org to learn how. Remember, **our kids are counting on us.**

Deadlines Approaching for ISTA Scholarships, Grants and Awards

Did you know that ISTA, the ISTA Foundation and the Indiana Student Education Association offer a combined 30 scholarships, grants and awards to our members and advocates? **The scholarships and grants recognize and promote continued education and professional improvement.**

The awards acknowledge those who have advanced the profession, the Association or education policy.

ISTA is proud of its members who continually engage in the Association and commit to our kids, our schools and our future!

The deadline for many of the scholarships, grants and awards is March 1. Apply or nominate a colleague at ista-in.org.



ESSA: Revamping Testing and Evaluations

Implementation of the new federal Every Student Succeeds Act (ESSA) is underway and the Indiana Department of Education (IDOE) is developing the state plan required by the U.S. Department of Education. The IDOE intends to submit the plan in March 2017 with federal approval occurring before the fall school year.

There are many intersecting issues at stake with the new law, including opportunities to revamp teacher evaluations by using multiple additional measures beyond student test scores. The law allows states to continue using their existing evaluation systems but are not required to do so, and so Indiana has flexibility to make changes. That will require legislation this session and also advocacy in local districts across the state.

An ISTA member survey conducted in the summer of 2016, found that nearly 45 percent of respondents indicated their evaluation system made them want to consider leaving the profession – clearly evaluations have a major impact on the profession. Almost half of respondents also stated that evaluations had no impact on their instructional practice and more than 30 percent indicated a negative impact.

This comes at a time when policymakers are also developing an alternative to replace ISTEP. ISTA supports a student-centered assessment that would reduce testing time, as well as reduce costs while also offering meaningful measures to improve student learning and teachers' instructional practice. Indiana could save millions

by eliminating tests that are not federally required and doing away with duplicative assessments.

Given the opportunities at hand under ESSA, ISTA supports key recommendations to the state plan:

- Provide greater balance between student instructional time and testing.
- Maintain local control in the development and implementation of teacher performance evaluation models.
- Provide multiple measures in addition to student test scores, including measures that empower teachers.
- Prohibit state-driven, mandated percentages that significantly inform evaluations.
- Provide teacher input in the development of local plans as well as a strong feedback loop throughout the evaluation process.
- For beginning teachers, ensure that the evaluation is focused on feedback and improving instruction rather than being punitive.
- For teachers with multiple years of “highly effective” and “effective” ratings, do away with the need for an evaluation every year.
- Use at least two years of student data for evaluations.
- Abolish the use of school-wide student data to measure individual teacher ratings.

For more information, search “ESSA” on ISTA’s website.



2017 Legislative Agenda

Our kids. Our schools. Our future.

The 2017 General Assembly is a budget-writing session and a majority of the policy conversations will center on school funding issues. However, issues such as the ones listed below are bound to be raised, which affect our members from pre-service to retirement.

- School funding
- Tax policy
- Private school vouchers
- Charter schools
- Bargaining
- School climate and safety
- Evaluations
- Licensure
- Teacher shortage
- Compensation
- Retirement pensions
- Testing

The legislative session will go through the end of April and we need your help in advocating for public schools and your profession. Visit these websites to take action:

ISTA Days of Action: ista-in.org/daysofaction | **Legislative Action Center:** advocacy.ista-in.org

I-PACE Thanks Leveled Giving Donors

The following individuals have advanced the mission of the Indiana Political Action Committee for Education (I-PACE) to support candidates for elected office who support public schools and educators by contributing beyond the annual \$24 voluntary contribution. I-PACE would like to recognize these individuals for participating in the leveled giving program. Thank you for your contributions!

GOLD — \$250

Judith Abram-Odigboh
Robert Barcus
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Diana Bucher
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Franklin Denton
Amellia Dusch
Robin Endris
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Janet Hayes
Patricia Kennedy
Alex Lute
Angela Miller
Mark Nash
Donna Nielsen
Nancy Papas
Debora Porter
Diana Reed
Sandra Steele
Randall Studt
Jeff Vest

BRONZE — \$50

Robert Bowman
Judith Briganti
Deborah Calhoun
John Comer
Bruce Hall
Jeanna Jones
Sheila Klinker
Karen Koch
Mary Kreienbrink
Rosemary Moore
Teresa Meredith
Pamela Moreland-Haviland
Tammie Naville
Sherri Perdue
Jessica Ramirez
Roger Sharp
Joanne Solomon
Dominic Thompson
Elden Wolting
Sara Wood-Gibbs
Mary Ann Young

A Day in the Life of an ESP: Pamela Moreland-Haviland

If you've attended an ISTA event, you've likely seen Pamela Moreland-Haviland. She's an ever-present advocate for education support professionals (ESP) within the Association. Moreland-Haviland is a paraeducator at Riverside Elementary School in the Greater Clark County Schools and a member of the Greater Clark Paraeducator Association.

As a paraeducator, Moreland-Haviland works with students in kindergarten through third-grade on core skills such as reading and math. Students, who need extra attention or more in-depth work on skills to help them in the classroom, are identified by their teachers and chosen to work with a paraeducator. This means that during the school day Moreland-Haviland routinely switches gears, grade levels and subjects in order to meet the needs of the kids assigned to her.

During the course of two hours, Moreland-Haviland worked with third-graders to build stronger and more complex sentences, coached second-graders on vocabulary and reading and tutored first-graders on adding and subtracting. With five minutes or fewer between each group, she travels between classrooms carrying exercises and materials.

Moreland-Haviland remains enthusiastic and displays excitement in her gestures and voice in her interactions with kids and colleagues. Through the challenges, she acknowledges it's worth it.

"I had a student with selective mutism," said Moreland-Haviland. "During first-grade, the student would only talk with me, but now in second-grade [after working with Moreland-Haviland] she is talking in class and working with partners."

It's successes like these that keep Moreland-Haviland committed to her work as a paraeducator. However,



"We [ESPs] do parts of the job not everyone can do — transportation, nutrition and that extra boost of learning."

PAMELA MORELAND-HAVILAND

she sees the need to build new local leaders. She handed off the local president baton to two paraeducators, Kelly Tandy and Sarah Chism, who are working to build membership and strengthen ESPs in ISTA.

Moreland-Haviland acknowledges that ESPs are unique in ISTA.

"They are a family that has the job to educate children," said Moreland-Haviland. "We do parts of the job not everyone can do — transportation, nutrition and that extra boost of learning."

Want to learn more about "A Day in the Life of an ESP"? Check out the ISTA blog at ista-in.org/blog to view a video interview of Moreland-Haviland.

ISTA Treasurer: Candidate Statements

The following statements were prepared by the candidates for the office of ISTA Treasurer. The statement has been printed in its entirety, unabridged, as it was received, but limited to 200 words or fewer. ISTA Rules Governing Elections, (III. A., 2., b. and c.) prohibit the use of Association staff and equipment on behalf of any candidate for Association office. The election for the office listed below will be held at the 2017 ISTA Representative Assembly on May 6 in Indianapolis.



DOUG TAYLOR

I'm running for ISTA Treasurer to ensure that we are good stewards of our members' hard-earned dues money and improve our financial stability. As part of leadership, I'll focus on better serving our members and their locals. I commit to listening to your concerns, seeking solutions, stand-

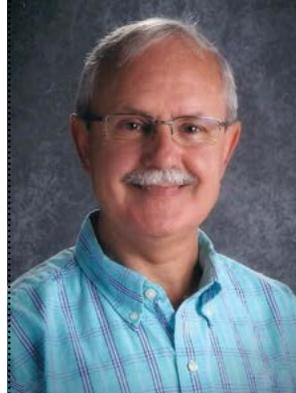
ing with you, and speaking out on your behalf.

I'm a teacher in New Albany-Floyd County Schools (NAFCS) with 24-years experience, a career-long ISTA member, and a passionate advocate for educators and public education. My wife of 29 years, Tiffany, and I have two children: Chloe (25) and Will (21), who grew up in NAFCS. Raised in a union household, I learned about advocacy from my parents' union involvement.

I've served as NAFC Education Association president, vice president, building representative, and bargaining team member. While representing NAFCEA's 500+ members, I've learned the leadership and interpersonal skills to advocate, negotiate, and bring resolution to member concerns. As an ISTA Board of Directors and Executive Committee member, I've become familiar with how this organization functions and how I can expand my advocacy on the state level.

Most importantly, together we'll be the voice that public education, educators, and our kids deserve.

Vote Doug Taylor ISTA Treasurer!



DONNIE WATKINS

I am Donnie Watkins, and I am running for Treasurer of ISTA. I teach Mathematics and Science in the Southeastern School Corporation of Cass County.

I grew up in a union household in Wabash, Indiana. My parents were active in their

unions and impressed upon me the value of that membership. As a result, I too value my membership in ISTA. I am a first generation graduate of Manchester University. I am one of ten relatives that are educators in public schools. The most recent being my youngest daughter.

My professional career spans forty years. I have been President in my local for many of those years. My local is a small local in the northern half of the state. As President, I have had many duties: negotiations, discussion, evaluation, health insurance, and Sick Bank. I did not have the privilege of delegating those duties to a first or second vice-president. These experiences are valuable as ISTA Treasurer.

As Treasurer, my number one commitment is one of Fiscal Fairness. I pledge that my stewardship of the ISTA's money - your money, the money of your members - will be carried out with a renewed commitment of transparency and accountability.

Next Generation of ISTA Leaders



Attendees at ISTA's Early Career Educator Conference were invited to "shop" for free school supplies from the newly launched ISTA ReSupply.



Ryan New from Horace Mann leads a session with new educators on student loan savings and debt relief.



The University of Indianapolis chapter of the Indiana Student Education Association (ISEA) attended the ISEA Fall Conference.



Veteran educators offered advice and answered questions at the Early Career Educator Conference.



NEA Student Program Chair Ashley Muscarella gave a keynote address at the ISEA Fall Conference.



ISEA member Bri Youn won a gift card at the ISEA Fall Conference. Thanks to ISTA-Retired for your donations for the raffle!



ISEA Fall Conference keynote speaker and ISTA member, Amy Alexander (right), used props to demonstrate all the hats educators wear in their career.