



**CTA. Putting Our Minds Together
For Our Students!**

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CTA At Large Directors' Board Update

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Tony Thurmond for Superintendent of Public Instruction

The top governing body of the 325,000-member California Teachers Association, the State Council of Education, has voted to support Tony Thurmond in his bid for State Superintendent of Public Instruction and Gavin Newsom for governor in the November 2018 Election. The decision came today during Council's quarterly meeting.

CTA President Eric Heins said the following about Thurmond's qualifications:

"Tony Thurmond is the most qualified candidate to serve as the Superintendent of Public Instruction. Here in California we have been leading a whole child approach to improving student learning and we need Tony's leadership and commitment to continue that work and provide our millions of students with the quality public education they deserve.

"His work in public education and in local communities for disadvantaged students make him the most qualified candidate. Tony supports equity in school funding to give all kids the chance to go to college. He wants to expand early childhood education programs, school-based health, mental health, and social service programs.

"His unfettered support for transparency and accountability for all public schools, including charter schools, makes him the ideal candidate to lead California's schools. With more than 1,200 charter schools operating in California and all the recent accounts of charter waste, fraud and

abuse hurting our students, we need someone who is going to put kids before profits.

"Thurmond's priorities are the opposite of his opponent, Marshall Tuck, who supports the proliferation of privately-run charter schools and who received millions in donations from his Wall Street backers during his failed 2014 bid. Tuck is getting money from



the same school privatizers this time around. Thurmond is for kids, not profits."

Thurmond has served the public in elected office for more than 12 years as a state Assembly member, school board trustee and city councilman.

In addressing the recommendation of Gavin Newsom, Heins said:

"We're proud to support Lt. Gov. Gavin Newsom for governor. Gavin is a strong supporter of public schools, colleges, students and educators, believes in the mission of providing a quality, well-rounded education to all students and that the true objective of public education isn't about picking winners and losers. It's about ensuring that every child can succeed.

"Like CTA, he opposes the

privatization of public education. He opposes the proliferation of charters, especially those run by private management companies who want to profit off our kids. He supports holding charter schools to the same standards of accountability and transparency as neighborhood public schools.

"Gavin has seen the waste and abuse by some charter operators and is committed to making it stop. He believes all charters must provide equal access to ALL students and that the decisions about authorizing a charter school must be made locally, by local school boards.

"Gavin has long supported increased funding for education and is committed to making investing in students a top priority as governor. He supports a public education system that attracts, not attacks, teachers, universal preschool and affordable college for all.

"As a champion for social justice and equal rights, Gavin has fought for school safety, to protect Dreamers and lead the charge for marriage equality in our state and country. He's fought for universal and affordable health care, pay equity, fair tax structures and increasing the minimum wage. Gavin Newsom will stand with and for students, educators, and all working families across California."

CTA's State Council meeting continues tomorrow and will be considering recommendations for other statewide offices.

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Special points of interest:

- Visit www.cta.org for current updates on State and Federal Issues
- Contact either of us for assistance with your SCC Receptions
- We are available for Site visits!

GLBT Conference Success

The 9th CTA GLBT Conference was held December 8-10, 2017 in San Jose California. More than 300 attendees identifying as 50% heterosexual and 50% various other sexual orientations participated in the conference covering various topics and perspectives. For the first time, Friday night's kick off was an interactive session with the CTA GLBT Caucus and the Sexual Orientation Gender Identity Issues Advisory Committee. Friday night provided an opportunity for participants to explore their identities, their stories and their privileges. It was a visual reminder of the diversity within any CTA group.

Saturday was a busy day of elective sessions. Some were an hour long, some were two hours long and included items for CTA GLBT contacts, GSA advisors, and creating student activism. Each session was interactive and was purposefully designed to allow for participants to teach each other as well as have resources. Sunday opened with a first-time-ever group dialogue about the Trump Administrations' effects on the LGBTQ+ community. Participants were given actions taken by the administration thus far and asked to consider and discuss the effects to them personally, educationally with students and organizationally.

Teacher Pipeline and the Importance of a Diverse Teaching Workforce

While we are all aware of the need for new teachers in California, a recent report from Brookings Institution titled *The Importance of a Diverse Teaching Force* highlights the need for minority teachers in particular. The importance of same-race teachers for minority students is supported by new research showing that a disadvantaged black male's exposure to at least one black teacher in elementary school reduces his probability of dropping out of high school by nearly 40 percent. It suggests that same-race teachers might inspire minority students and that cultural ties may help students. The report shows the major disparities between the racial makeup of the current teaching workforce in California and the racial makeup of our students, suggesting that these disparities tie to racial and ethnic gaps in bachelor's degree completion. There is a 20-40% difference between white or Asian young adults and their Hispanic or black counterparts, therefore there is a similar difference between those ethnicities in obtaining of a teaching credential. The report concludes that a move to increase minority college attendance and completion is needed in the long-term. In the short-term, policy efforts such as collaborations between school districts and historically black colleges and universities, better human resources practices at school districts as well as organizing of minority teacher networks may also help assist in the balancing of minority students and the teaching workforce. About 30 educators attended a training for Human Rights contacts and chapter presidents during the Region 2 Leadership Conference in November. The training focused primarily on the role of contacts which includes promoting social justice, equity and diversity within the chapter through programs and activities. The training also provided time for small groups discussions on issues important to them. Teams shared their ideas and activities planned for the school year. We also talked about the many trainings and workshops the Human Rights Department provide for our members and how to request them.

Teaching Resources

Word Generation is a free public resource that offers free and paid lesson plan resources for vocabulary using storytelling and literacy strategies that deal with real-world topics. The website provides lesson plans for elementary, secondary, Science, and Social Studies teachers. There is also a section devoted to educator resources that share videos, graphic organizers, and tools for academic language, academically productive talk, discussion and debate, and vocabulary instruction. This is a great resource for new teachers and veteran teachers alike. In her book, *The Best Class You Never Taught*, educator Alexis Wiggins provides a step-by-step guide for the implementation of the Spider Web Discussion approach to teaching. It covers everything from introducing the technique to creating rubrics for discussion, to self-assessment and to using the data collected for formative assessment. The

book also shares the experiences of teachers and students who use the technique to develop and share content knowledge in a unique way. The name comes from the web-like diagram the observer makes to record interactions as students actively participate in the discussion, lead and support one another's learning, and build community. Wiggins says, "the Spider Web Discussion works across all subject areas and with all ages, and you only need a little knowhow, a rubric, and paper and pencil to get started." She further notes as students practice Spider Web Discussion, they become stronger communicators, more empathetic teammates, better problem solvers, and more independent learners—college and career ready skills that serve them well in the classroom and beyond. Watch and learn at: <https://www.youtube.com/watch?v=hiywF1Pa7Ck>.

EDUCATION ADVOCACY AND SUPPORT LOCAL CHAPTERS

Human Rights staff is working with several chapters in the Capital Service Center to take part in the MLK 365 March for the Dream Parade and Convention Center activities in Sacramento on January 15. Several chapters will represent CTA during the march with a float and banner. The CTA chapters will also have two tables at the convention center, one for community outreach and the other one is called 'Ask-A-Teacher'. This table is provided for community members who can ask teachers questions about school related issues. Communications staff helped promote several chapter mobilization fights over contract battles and other issues in December. CTA President Eric Heins joined the Dublin Teachers Association for a successful Dec. 5 candlelight march with 1,000 educators, parents and students that lead to a tentative contract agreement two days later, after 18 months of negotiations. Watch TV interview with DTA President Robbie Kreitz here. The Oakland Education Association's series of protests over millions in proposed cuts culminated in a Dec. 13 school board showdown where \$9 million was cut. See media coverage of the protests here and here. Fremont Unified District Teachers Association held a rally and packed the school board meeting Dec. 13 over the district's offer of only one-time stipends instead of ongoing salary increases. CTA Board member Greg Bonaccorsi also spoke out. See TV news interview with FUDTA President Victoria Birbeck-Herrera here. Communications also assisted the Travis Unified Teachers Association with promotion of their Nov. 14 school board protest over the district's lack of fair compensation proposals at the bargaining table. See news coverage here. Communications staff updated the CTA fire resources page for both Northern and Southern California members: www.cta.org/firesupport.

The new CTA magazine story with videos and photos about North Bay educators helping students and their communities heal after the devastating October wildfires is here. Communications staff provided media outreach and assistance for California Virtual Educators United as they took an historic strike authorization vote, with over 90% of their membership authorizing a walkout if necessary. CVEU has been in negotiations with California Virtual Academies (CAVA) for over a year in an effort to secure their first contract. They have made some gains in the areas of due process and caseload, but salaries and benefits remain a major obstacle to settlement, as CAVA teacher salaries remain far below those of their brick and mortar colleagues. Communications staff provided media outreach for the Ventura Unified Education Association and the Ventura Education Support Professionals Association as they rallied together over a contract impasse, the first such stalemate to hit the Ventura Unified School District in many years. Association leaders lay the blame in part on new district administration. Staff covered efforts by our two Solana Beach chapters, Solana Beach Teachers Association and Solana Beach Association of Support Professionals, to win settlements from an intransigent school district. Staff also helped Anaheim Secondary Teachers Association leaders develop, update, and launch Twitter and Facebook social media sites.

JANUS V. AFSCME MOVES CLOSER TO ENDING FAIR SHARE FEES

California Teachers Association President Eric Heins issued this statement today about the United States Supreme Court announcement granting certiorari and taking up the case Janus v. AFSCME this term:

"Janus v. AFSCME is a case with far sweeping implications for working families, our students and the communities we serve. Janus is simply the culmination of decades of attacks on working people by corporate CEOs, the wealthy-

est one percent and the politicians that do their bidding to rig the economy in their favor, and its outcome could further send our country in the wrong direction. The forces behind this case are the same forces that have pushed for privatizing public education and limiting voting rights, as well as attacked immigrants and undermined civil rights protections.

"Their goal here, as it was in *Friedrichs v. CTA*, is no secret: they want to use the Supreme Court to take away the freedom of working people to join together in strong unions, because unions give workers a powerful voice in speaking up for themselves, our students, families and communities. Unions have played a critical role in building and protecting the middle class in America. They provide hard-working people economic stability for their families and give them the tools to build a good life, home and education for themselves and their children. For 154 years, CTA has been standing up for working people, our students and the communities we serve. No court case will stop our determination and advocacy for our students and our profession."

SCHOLARSHIPS AVAILABLE!!

CTA members, their children and Student CTA members looking to continue their education or start college, now is the time to apply for CTA Scholarships. CTA Scholarship Program - Deadline: February 2, 2018 The CTA Scholarship Program offers scholarships to CTA members who are continuing their education, including ESP members looking at getting their teaching credential. It also provides more than 30 scholarships to dependent children of CTA members, including children in continuation programs. For more information, go to CTA.org/Scholarships. The Martin Luther King, Jr. Memorial Scholarship Fund - Deadline: February 16, 2018 The goal of the Martin Luther King Jr. Memorial Scholarship Fund is to encourage ethnic minority students to become educators, school nurses, school counselors or school therapists and to promote professional growth for ethnic minority teachers and ESP members.

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Our Minds
Together For
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**Council Sunday At
Large
Lunch Meeting**
**Bring your ideas,
suggestions, suc-
cesses and con-
cerns!**

Upcoming Events of Interest

Issues Conference
Las Vegas, NV
26-28 January 2018

ESP Leadership Academy
CTA Hdqs - Burlingame, CA
2-4 February 2018

Good Teaching North
San Jose, CA
2-4 February 2018

Equity and Human Rights Conference
Torrance, CA
2-4 March 2018

Good Teaching South
Garden Grove, CA
16-18 March 2018