

THE ADVOCATE

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Merit in Performance-Based Pay?

At the April 15, 2009, meeting of the Prince William County School Board a motion was passed “that the Superintendent of Schools make a recommendation to the Board as soon as is practicable on how best to implement a merit pay plan for teachers based on performance with implementation of the pay plan to begin no later than the beginning of the FY 2011”. There is a nationwide debate on the merits of merit pay, pay

for performance, alternative compensation, and incentive pay. Since the debate has come to Prince William County Schools, we have an obligation to participate in the process that will be taking place. PWEA will have representatives on the Superintendent’s committee. We have the expertise, available resources from VEA and NEA about nationwide pay for performance plans, and the will

PWEA Celebrates Read Across America

The National Education Association annually sponsors Read Across America. Now in its twelfth year, it focuses on motivating children to read, in addition to helping them master basic skills. The reading celebration takes place each year on or near March 2, the birthday of Dr. Seuss. Across the country, thousands of schools, libraries, and community centers participate by bringing together kids and books. On March 2, the National Education Association calls for every child to be reading in the company of a caring adult. This year PWEA celebrated Read Across America in

Belmont, Kerrydale, Loch Lomond, and Marumsco Hills Elementary Schools. Events at Loch Lomond included a petting zoo themed around the Dr. Seuss book, If I Ran the Zoo. PWEA partnered with the Loch Lomond PTO to contribute books to each classroom, as well as hats, zoo bookmarks, Dr. Seuss stuffed animals, animal crackers, and Read Across America stickers. In addition, PWEA provided Dr. Seuss books, digital bookmarks, and bulletin board supplies to Kerrydale and Marumsco Hills elementary schools. Both the Belmont and Loch Lomond celebrations were featured on the PWCS and VEA websites.



Bonnie Klakowicz, PWEA president, [left] pictured with 2nd grade teacher Stephanie Richards [right] at Loch Lomond Ele-



MODEL Teacher Seminar "ROCKED"

PWEA Office Open During Summer Months!

Please take note of our summer office hours: Beginning June 22nd, the PWEA office will be open from 9 AM to 4:30 PM Monday-Friday. We will resume regular business hours Monday, August 24th. Please contact us with any questions at 703.361.2444. Have a

Thirty PWCPS teachers attended the MODEL Teacher Seminar March 25th at Central Library. The Virginia Education Association's newest professional development program, MODEL Teacher workshop, was designed by a Virginia teacher who saw the need to simplify the elements needed to become a more effective and efficient teacher. Here's what participants had to say: "Great ideas and

worth the time!, "Tonight's workshop rocked! I learned so many good tips", "Thank you—this was engaging, entertaining, and well-organized!" "I will definitely recommend this to a friend!" PWEA will again offer this free workshop to members and new teachers in October 2009. Please check our website in August for more details and to register. If you would like to volunteer to assist our Instruction and Professional Development committee

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School Visit Update

Our "Tuesday Talk Live- On the Road" campaign has ended. A BIG thank you to the following schools for welcoming the PWEA president and staff during the months of March, April, and May:

Alvey, Antietam, Bel-Air, Bristow Run, Buckland, Cedar Point, Coles, Enterprise, Featherstone, Kerrydale, King, McAulliffe, Minnieville, Montclair, Occoquan, Old Bridge, Pattie, Penn, Porter Traditional, Potomac View, River Oaks, Rockledge, Rosa Parks, Sinclair, Sudley, Triangle, Tyler, Vaughan, Victory, Washington Reid, Westgate, and Westridge Elementary Schools; Benton, Bull Run, Graham Park, Marsteller, Parkside, Potomac, Saunders, and Stonewall Middle Schools, as well as Brentsville, Osbourn Park, Potomac and Stonewall High Schools.

PWEA Survey Results Tallied

Thank you to the hundreds of education employees who took the time to complete the survey we sent out this spring. The top six categories of concern are: 1) Salary and Benefits, 2) Overcrowding (class size and building capacity), 3) Support for Employees, 4) Non-instructional Duties, 5) School Climate, and 6) ESOL and Special Education assessments. Many of these issues will be ad-



ressed by the PWEA Meet and Confer Team during their deliberations with the Superintendent's staff next fall. A plan of action is being considered to address additional concerns that were brought to our attention in the nearly 180 written comments. We take our member's concerns seriously and will do all we

Performance Pay, [continued]

to frame the conversation in a way that determines what best practice is and what is good for children. As participants in the conversations already taking place, [see "Performance Pay", page 3] we are prepared to ask and answer tough questions. We believe no plan should be embraced that does not meet certain criteria. The commit-

tee will need to look at various factors. How much will it cost and will there be a sustainable source of revenue to implement the plan? Will the plan promote competition or cooperation between educators? Will it have the effect of improved student learning determined by more than test scores? What criteria will



PWEA/Apple Federal Credit Union Grants & PWEA Scholarship Winners Announced!

Congratulations to our recent winners! Please visit our website at www.pweaveanea.org to view the scholarship and instructional grant recipients. Thanks to all who applied! Please visit our website again in the fall for ad-

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Please Notify the PWEA Office of Changes!

In order for PWEA to maintain accurate records, please contact Kim Davis at the PWEA office by phone (703.361.2444) or e-mail [kdavis@pweaveanea.org] to update your information in the event you have experienced any of the following changes:

- Name change
- Address change
- Phone number
- Email address
- Work location
- Employment status (i.e. full to part-time)

PWEA CALENDAR OF EVENTS

June

- 2 Leadership Seminar, 4:45 PM, PWEA office
- 9 NEA Pre-convention Caucus, PWEA office
- 15 Leadership Seminar, 4:45 PM, PWEA office
- 17 Last Day of Instruction!
- 30 NEA Convention, San Diego (June 30-July 7)

July

- 14-15 Compensation Conference, Charlottesville, VA

August

- 10-11 PWEA BOD training
- 12-13 VEA Regional Rep Training

The Advocate is published by the
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8510 Bucyrus Court, Manassas VA 20110
703.361.2444
www.pweaveanea.org
pweaoffice@pweaveanea.org

Bonnie Klakowicz, President
Elizabeth Gordon, UniServ Director
Christy Sullivan, UniServ Director
Raven Wilkerson, UniServ Director
Kim Davis, Administrative Assistant
Jennifer Wells, Receptionist

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