

# THE ADVOCATE

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## *Board Defines Merit Pay Position*

By now, I'm sure you've heard that the Prince William County School Board requested a study of how to implement "merit pay" by FY2011, which is next year. The Administration has been tasked to develop a plan and as a result the Prince William County School system may be applying for a Teacher Incentive Fund federal grant. The TIF grants apply only to schools with certain socio-economic demographics. The TIF grants require student performance be linked to teacher performance. The current proposal under construction, the Teacher Incentive Performance Award, would allow

teachers, or teams of teachers, in certain selected schools, whose students scored well on their SOL's, to get a "monetary award", a TIP, at the end of the school year. A child is not a test score! Though we certainly support giving a child the benefit of a good education which will help that child have a better life, we have learned from No Child Left Behind the unintended consequences of tying school funding to test scores. We need to be mindful of tying teacher pay solely to test scores as similar unintended consequences may result. [see, "Merit" page 3]



### **Grants due in December!**

AFCU and PWEA have partnered to provide classroom grants in order to stimulate innovative ideas and to provide funds to support instructional projects, which benefit students and teachers. Several grants will be awarded up to \$1000 maximum per grant. Please visit [www.pweaveanea.org](http://www.pweaveanea.org) to download an application. The next grant deadline is Friday, December 11, 2009 at noon in the PWEA office.

## *1st Annual Rep Celebration to Honor Hard Work*

All PWEA Association Reps are invited to join us for the **1st Annual Rep Celebration December 10th from 4:30-6:30 PM!** This is our way of thanking you for all the hard work you do for PWEA! Please join us for:

\*Wine and cheese poured and catered by **Cork and Fork** beginning at 4:30 PM. **Tasting menu to include:** Smoked Salmon Platter with sour cream and dill sauce served with crostinis and dinner rolls, Beef Tenderloin offered with selection of imported mustards and relish, Imported and Domestic Cheese Platters, Traditional Mediterranean Cous-Cous Salad, and a selection of hand made German Chocolates from Chocolaterie Wanders, Manassas VA. **Wine selections to include:** Yellowglen Methode Champenoise NV created by Cork & Fork owner, Dominique Landragin, Jan Kris Viognier, 2005 California, and Raywood Cabernet Sauvignon, 2005 Central Coast.

\* Don't miss the games, raffles, awards, and prizes! **Come enjoy and relax for a few hours- you deserve it! Please reply to your evite!**

## *Delegate Assembly Applications Available Online*



Please join us in Virginia Beach April 22-24, 2010, for the Virginia Education Association Delegate Assembly. This is your opportunity to be part of the decision making process that determines the way we operate as a professional organization. Those elected receive a stipend to help cover expenses. Delegates have the obligation of representing PWEA by

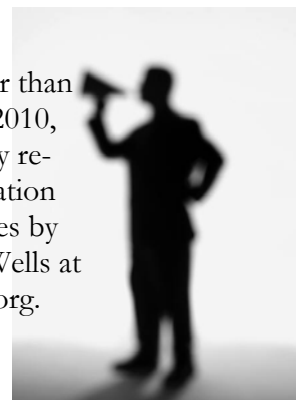
actively participating while business is being conducted; however, there will be some free time for you to enjoy the beach. You may view the funding guidelines and download a nominating form from our website at [www.pweaveanea.org](http://www.pweaveanea.org). Send your completed form to the PWEA office no later than 4:00 pm, January 25, 2010, in order to have your name on the ballot.

## *PWEA BOD Election Petitions Ready*

Have you thought about being more active in the PWEA? Have you considered running for a position on the Board of Directors? Now is your chance! The following Board of Directors' positions are up for election this year: President, Vice-President, Secretary, Treasurer, Region A, Re-

gion B, Region C, Region D, and VEA Board of Director. If you are interested in running for a PWEA office or Board of Directors seat, you must submit 50 signatures (you can download a petition from the PWEA website at [www.pweaveanea.org](http://www.pweaveanea.org)). Signatures must be submitted to the

PWEA office no later than Monday, March 22, 2010, at 4:00 PM. You may request further information and election guidelines by contacting Jennifer Wells at [jwells@pweaveanea.org](mailto:jwells@pweaveanea.org).



## *VEA Offers Free Ski or Beach Weekend!*



If you're a new teacher or ESP, you may feel as if the challenges you face in your career are yours alone. Far from it! And the VEA's popular Sparks program brings you together with other colleagues in their first five years of the profession to share ideas, learn about the Association, and make connections with other members. "I enjoyed kicking back in a relaxed environment while at the same time getting to meet lots of fellow teachers," says Jeff Suho, a member of the Williamsburg-James City Educa-

tion Association who attended a Sparks session in Wintergreen earlier this year. "It was reassuring to find out that other young professionals were dealing with some of the same challenges that I was." VEA will run two programs this year: Wintergreen Resort ([www.wintergreenresort.com](http://www.wintergreenresort.com)), Feb. 26-28, 2010 and Virginia Beach at the Cavalier Hotel ([www.cavalierhotel.com](http://www.cavalierhotel.com)), April 30-May 2, 2010. To be considered, you must be a VEA member with five or fewer years of experience and little or no experience with the VEA or NEA. You will need to have another Association member sign your application as a

sponsor. Choose your location, complete the application form, and be sure to include a \$50 payment to hold your place. (The \$50 will be refunded after you attend Sparks). Applications are due December 11, 2009. Suho was so inspired by Sparks that he created a video about the experience. To download a Sparks application form or to view his video, go to [www.veanea.org/workingtogether.upcoming.html](http://www.veanea.org/workingtogether.upcoming.html) and click on one of the Sparks listings. Questions? Contact Liz Gordon at 703.361.2444.



**Attention ALL  
Association Reps!**

VEA has prepared a 10-minute meeting power point for your Association Representative to share at your worksite concerning changes that may be recommended that will negatively impact your retirement, the Virginia Retirement System (VRS). If implemented, these changes will be significant!



***Merit, continued***

PWEA would consider supporting an alternative compensation plan funded separately from the current compensation system, not based solely on test scores or evaluations, and with a sustainable source of revenue to support the plan. We want a plan with Association collaboration, involvement, implementation, and continuous evaluation. You will soon be receiving PWEA’s position statement on alternative compensation. Come hear the results of the School Board vote on

Wednesday, December 16. Meet in the Kelly Leadership Atrium at 6:00 pm for free pizza and a PWEA t-shirt. Please contact me at [pweaoffice@pweaveanea.org](mailto:pweaoffice@pweaveanea.org) or call 703.361.2444 to RSVP so we’ll have enough food on the 16<sup>th</sup>. Meanwhile, talk to your colleagues and sign up a new member. You can download membership forms from the PWEA website at [www.pweaveanea.org](http://www.pweaveanea.org). **This is your time to STAND UP!** —Thanks, Bonnie

***PWEA ESP Council Seeks Volunteers***

The PWEA Board approved the formation of the ESP Council in 2008-09. The council is made up of classified support staff members of PWEA. The ESP Council was established to ensure the concerns and issues of the support professional will be aligned with the certified staff members of PWEA. The council’s

first meeting, held October 14, 2009, established leadership roles and began goal setting for the year. Gwendolyn Edwards was nominated council chair and Crystal Bivins was nominated as vice-chair. The remaining members of the council are from different areas of the classified membership. The ESP Council is still

accepting members. The council meets at least once a month. If you are interested in becoming part of the Council, please contact Raven Wilkerson at [rwilkerson@veanea.org](mailto:rwilkerson@veanea.org).

**The PWEA BOD  
Welcomes  
Andy White**

Please welcome our newest PWEA Board of Director member, Andy White. Andy is a speech pathologist serving Marumsco Hills and Vaughan Elementary Schools. He is fulfilling an unexpired term as the “Region D” representative through the end of the school year. Andy is also the PW-PACE co-chair. Thank you Andy for your service this year!

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# Are You Ready for the 2010 General Assembly?

## How do you get ready?

### By completing four simple steps:

1. Read the centerfold of the November VEA News
2. Keep up the latest legislative developments through a link on the VEA home page at [www.veanea.org](http://www.veanea.org) during the legislative session.
3. Sign-up to be a VEA cyberlobbyist. VEA will send occasional emails asking you to contact legislators when key education issues are before the legislature. Sign-up at [www.veanea.org/legislative/cyberlobbyist.html](http://www.veanea.org/legislative/cyberlobbyist.html).
4. Make plans to attend VEA Lobby Day in Richmond on Monday, Feb. 1. Let Bonnie know if you will attend ([pweaoffice@pweaveanea.org](mailto:pweaoffice@pweaveanea.org)).

### Legislation to support:

- Full and honest rebenchmarking of the Standards of Quality
- Funding the Standards of Quality tax initiative
- Expand programs and initiatives to raise high school completion rates

- Increase the VRS multiplier to 1.8
- Incorporate VRS-certified contribution rate in the biennial budget
- Adopt a W-2 definition of salary
- Enable school boards and local governments to participate in the State Employee Health Insurance Plan
- Provide retiree health care credit to Education Support Professionals
- Amend the budget to support funding for teachers who receive national board certification
- Revision of Virginia Department of Human Resource Management biennial report on public school teacher compensation methodology

### Legislation to oppose:

- The use of vouchers or tuition tax credits
- Efforts to undermine security of the Virginia Retirement System

## PWEA CALENDAR OF EVENTS

### December

- 3 PWEA Board Meeting, 4:45 PM, PWEA office
- 10 Rep Celebration, 4:30 PM, PWEA office
- 24 PWEA Office closed 12/24/09– 01/01/10

### January

- 7 PWEA Board Meeting, 4:45 PM, PWEA office
- 12 “Stress/Time Management Workshop”, 5-7 PM, PWEA office
- 21 All-Member Meeting, 4:30 PM, PWEA office

### February

- 4 PWEA Board Meeting, 4:45 PM, PWEA office
- 18 All-Member Meeting, 4:30 PM, PWEA office

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