

# THE Leader

  
American Federation of  
School Administrators  
AFSA, AFL-CIO

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A NEWSLETTER OF THE AMERICAN FEDERATION OF SCHOOL ADMINISTRATORS

## The Fight Continues in Baltimore

Jimmy Gittings, president of the Public School Administrators and Supervisors Association (PSASA), AFSA Local 25, is working tirelessly to uphold the reputation of all AFSA members and to ensure principals in the Baltimore City Public Schools (BCPS) are treated fairly. However, the relationship between principals and BCPS remains tense, as additional allegations of cheating on standardized test scores has led to 16 more principals currently being investigated.

In June 2011, Dr. Andrés Alonso, BCPS CEO, publicly accused two AFSA members, Marcy Isaac and Dr. Angela Faltz, of cheating to improve their students' scores in the Baltimore City Public Schools' testing program during the 2008–2009 school year. Gittings and AFSA stood beside their members throughout the allegations, charging the investigations were flawed and only revealed the deep underlying problems inherent in emphasizing test scores.

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### Leaders United: Administrators Gather in Puerto Rico for 13th Triennial Convention

*"Education ought not be a race, it ought to be a right," said Tavis Smiley, CEO of the Smiley Group Inc. and host of the "Tavis Smiley" show, voicing one of the defining themes carried out during events and speakers at this year's AFSA Triennial Convention held in Puerto Rico.*

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### Rally for Workers Brings More Than 40,000 Union Members and Leaders to Philly

*More than 40,000 union members and leaders from across the country gathered in front of the Philadelphia Art Museum on Aug. 11 wearing bright shirts representing their unions and carrying signs declaring "UNITEHERE!" and "Jobs Not Greed."*

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### The Ugly Truth About Sequestration: Funding for Education, Other Crucial Programs Could be Slashed by Billions

*If Congress fails to prevent sequestration, all federally funded education programs (other than Pell grants) would be subject to an estimated 8.4 percent automatic, across-the-board cut in 2013. These cuts will slash funding for programs in the Department of Education by more than \$4.1 billion, and cut Head Start funding by \$725 million. Some 100,000 children would lose access to Head Start and another 80,000 would be cut from Child Care & Development Block Grant subsidies. Special education preschool grants would lose nearly \$30 million.*

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Jimmy Gittings, president of PSASA, Local 25 (shown above in upper left corner), leads a demonstration outside of the Baltimore City Public Schools headquarters with fellow supporters including Dr. Angela Faltz (shown above in the second row to the right) and Marcy Isaac (shown in bottom left corner), who both have lost their administrative positions and pay due to allegations from Dr. Andrés Alonso, BCPS CEO.

# Voter Turnout Can Stem the Tide of Privatization

Partisan political conventions traditionally are long on rhetoric and short on facts, but the Republican convention in Tampa may have set a record for platitudes. It certainly offered nothing to clarify how a Romney-Ryan administration would avoid devastating cuts to public services, such as education.

Nowhere in his acceptance speech did Mitt Romney mention his plan to increase military spending by \$2 trillion while implementing his running mate's plan to cap discretionary spending at 20 percent of the nation's Gross Domestic Product (GDP).

However, objective sources provide more clarity about their radical approach—which is starkly different from the policies being advocated by President Obama. "Romney and Obama split sharply over what role the private sector should play in the U.S. education system," a recent article published by Reuters made clear.

"Romney seeks to encourage—with federal subsidies, when necessary—robust participation from the private sector in teaching American kids and training workers. He would use public dollars to enroll more children in private schools; keep federal aid flowing to private, for-profit colleges; and pay private banks to take over part of the federal student loan program."

By contrast, the article noted, the Obama administration has directed billions of dollars in federal funds to states that adopted his vision of a revamped kindergarten through 12th grade curriculum, while securing billions more in public funding to help states avert layoffs of educators.

Though hardly a panacea, the Obama administration's approach is far

preferable to Romney's push to privatize public services even more aggressively than George Bush.

In higher education, the president has expanded federal student aid and cracked down on for-profit colleges he says leave students with too much debt and too few job prospects. The differences don't end there.

Instead of investing in the public schools serving the nation's most impoverished communities, Romney has called for redirecting up to \$25 billion in federal aid that could be used by needy students to pay tuition at private or religious schools or to enroll in charter schools, a massive injection of taxpayers' money that would further debilitate urban school systems already being crippled by the push for privatization. And he would expand federal funding for charter management companies to help them grow more rapidly.

Romney also has cited as a model the aggressive education overhaul in Louisiana, a state that used the aftermath of Hurricane Katrina as a cover to destroy the New Orleans public school system. (See *The Leader*, Volume 70, Summer 2012). Under Republican Gov. Bobby Jindal, the state plans to shift tax dollars from public schools to private-sector entrepreneurs and industry trade groups that design courses for K–12 students. The Reuters article cited Romney's argument that the public school system is broken and in desperate need of new ideas and new energy from the private sector. "He is clear about whom he believes is to blame," the article concluded. "A campaign policy paper calls public education 'an antiquated system controlled to a disturbing degree by the unions....'"

My fellow colleagues, if we had the control he mistakenly attributes to us,



*AFSA President Diann Woodard*

our schools would be getting input on how they can be turned around by the professionals dealing with the challenges at hand instead of being handed over to profit-seeking novices.

Nor are the stark differences in philosophy limited to the candidates' views on privatization. A Romney-Ryan administration would advance a radical conservative budget that would slash federal funding for public education, radically cut Pell Grants for students and lessen entrance requirements for teachers.

In his acceptance speech at the Republican convention, Romney pledged to "restore America," when in fact his policies offer every evidence of restoring the failed approaches of the Bush administration, such as cutting taxes on the wealthy at the expense of the middle class, ending support for Planned Parenthood, ending Medicare as we know it by turning it into a voucher system, and advancing efforts to privatize Social Security, which would turn America's pension savings over to the same Wall Street financiers who created the economic crisis in the first place.

Nor should anyone be surprised that Romney's plans serve the interests of Wall Street over those of us for whom profit is not a motivation. Indeed, Romney has been in the forefront of Wall Street's push for the financialization of the U.S. economy that is radically maldistributing the nation's wealth.

As business writer Matt Taibbi noted in a recent interview: "America used to be built upon this brick-and-mortar

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# AFSA Supports Striking Chicago Teachers' Commitment to Quality Education

When negotiations failed between Mayor Rahm Emanuel and the Chicago Teachers Union (CTU) over the part student test scores play in determining the outcome of teacher evaluations, 26,600 members declared a strike for the first time in 25 years.

to academic scores resulting from the tests," she said—a patently inequitable system that could cost them their jobs through no fault of their own.

"It's complicated to hold someone responsible for someone else's learn-

**'It's complicated to hold someone responsible for someone else's learning. We're not all in the same demographic areas. We're not all working with the same groups of children.'**

—Clarice Berry, president, Chicago Principals and Administrators Association, AFSA Local 2

On Sept. 10, CTU President Karen Lewis led her members in filling the streets to demand that guidelines for teacher evaluations not be limited to data from standardized tests that fail to reflect the realities of teaching environments and for better recall rights for teachers looking for new jobs in their districts after being laid off.

AFSA has strongly opposed evaluation systems based solely on test scores and thinks an evaluation system must include provisions for sufficient professional development opportunities, consideration for a teacher's classroom environment and an assessment of the availability of resources.

AFSA President Diann Woodard noted that the evaluation system being demanded by the mayor would be foisted on many teachers with no relationship to the tests on which they would be judged. "Teachers such as those in art, music and physical education are not engaged in work relating

ing. We're not all in the same demographic areas. We're not all working with the same groups of children," said Clarice Berry, president of the Chicago Principals and Administrators Association (CPAA), AFSA Local 2, in a recent interview with Chicago radio station 89 WLS. "If you're dealing with a group of kids who are pre-selected because they are very, very bright, as compared with kids who may have learning disabilities or other psychological handicaps, they have to be measured differently."

In addition, the tradition of standardized testing denies students the quality education they deserve, leaving them with content in the classroom that is based on scoring high on tests rather than targeting different learning styles or providing a broad and fulfilling curriculum.

Despite AFSA's clear support for CTU, rumors surfaced in the midst of the strike about a letter sent to the Chicago Teachers Union from 30 anonymous

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## These potentially damaged relationships could affect students at the end of the strike.

principals. Berry made it clear she in no way condoned this letter or knew any of the members of the group apparently responsible for the alleged letter, but she did express concern about whether the alleged letter would cause lasting damage in the relationships between Chicago teachers and administrators, and how these potentially damaged relationships could affect students at the end of the strike.

"I'm concerned that this will have repercussions through the school," Berry said.

"When this is all over, we have to come together again as a team, and it's like walking a tightrope. I want people to be able to work as a team."

Above all, AFSA supports what is best for the students. As President Woodard pointed out,

"The fight in Chicago is about ensuring that every child receives a quality education even in the face of reduced state budgets and the threat of school closures that destabilize communities."

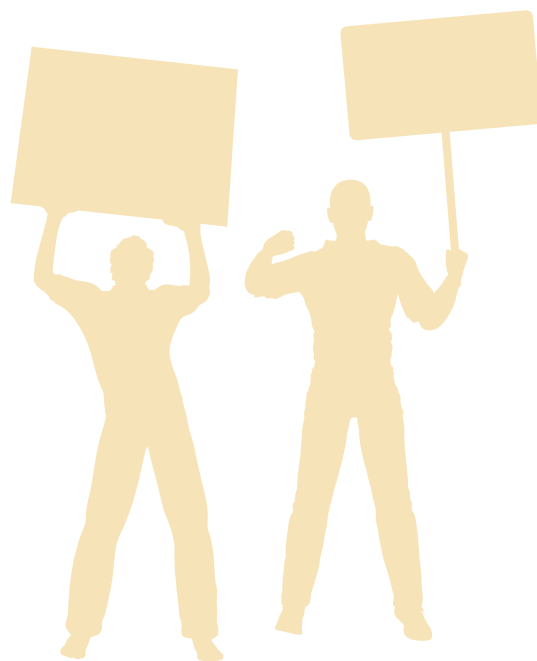
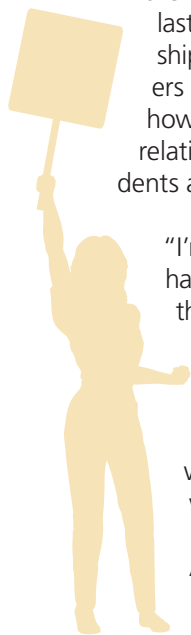
The challenges facing educators in Chicago to meet the needs of their students dwarf the facile rhetoric of their critics:

- Class sizes are greater than any in the state. Kindergarten classes, for example, are larger than those in 95 percent of schools throughout Illinois;
- Chicago has 15,000 homeless children attending public schools, but only 370 social workers addressing their needs—a caseload of almost 41 kids per social worker;
- Libraries do not exist in 160 of the city's schools; and,
- Chicago is one of the few major public school systems that does not even provide transportation for its students.

"AFSA stands in full support of these courageous teachers who are standing up for our most precious resource—the children," Woodard said.

### **Press time update:**

After seven days, CTU delegates voted overwhelmingly to suspend the strike on Tuesday, Sept. 18, after reaching a settlement with Mayor Rahm Emanuel. ■



## THE FIGHT CONTINUES IN BALTIMORE *continued from page 1*

This hard work paid off when two hearing examiners recommended that all of Dr. Alonso's charges be dismissed, stating that "several details emerged that point to the system's ignoring critical information that could have contributed to the score declines and indicated that there was no proof of tampering." Despite this brief victory, the Baltimore City Board of School Commissioners has chosen to ignore the hearing officers' recommendation to reinstate Isaac and Faltz with full back pay and benefits.

Isaac and Faltz are not the only administrators under attack as a result of cheating allegations. On Aug. 14, 2012, Dr. Alonso placed two of the 16 principals under investigation back into teaching positions. Then, after President Gittings expressed his concern for this action, two additional principals under investigation over test

scores were demoted to teacher positions, even though the investigations are not yet completed and the principals have not had an opportunity to defend themselves.

PSASA also is protesting Dr. Alonso's demotion of a number of principals despite the principals' satisfactory evaluations.

President Gittings has received more than 100 e-mails and phone calls from active and retired administrators expressing their unwavering support and offering to do anything necessary to right these unjust actions against their colleagues.

On Tuesday, Sept. 11, 2012, a demonstration was held in front of Baltimore City Public Schools headquarters to show strong disappointment in the

board of commissioners' decision not to accept the recommendations of the two hearing officers. In addition, the demonstration sought to make Dr. Alonso aware the demotion of principals with satisfactory ratings is unacceptable.

"I feel sad that something like this can happen and that people can get away with these kinds of things," said Faltz. "When you give your heart and soul and you genuinely care about what you do and then no one respects that and they just throw you out, so to speak, it's a horrible feeling, devastating."

AFSA stands behind Local 25 and continues to support the local's efforts in any way possible. When school leaders unite, there is no end to what we can accomplish for our profession and the children we serve. ■

# A Clear Choice

## *Romney-Ryan Could Mean Serious Consequences for Education*

AFSA resolved in April to endorse President Barack Obama for re-election. Since then, both President Obama and his Republican opponent, Mitt Romney, have waged aggressive campaigns that have clarified their stances on the role of private business in American education.

The differences between the candidates on their plans for education will have profound consequences for our profession and the lives of the children we serve.

Romney envisions a radically larger role for business in teaching American students and a smaller role for government. In May, Romney's campaign released his plan to "reform" the American education system. This plan would provide vouchers to needy students, allowing public funding to follow them to the private or charter school of their parents' choice. Romney's plan promotes expanded participation by private interests in public education, largely at the expense of taxpayers.

Mitt Romney also has villainized unions—public-sector unions, in particular—and had a shameful record as governor of Massachusetts. As current Massachusetts Gov. Deval Patrick said recently:

"In Massachusetts, we know Mitt Romney. By the time he left office, Massachusetts was 47th in the nation in job creation—during better economic times—and household income in our state was declining. He cut education deeper than anywhere else in America."

And Mitt Romney's plan to make the public's interest the stepchild of privatization is further evident in his plans to transform Medicare from a guaranteed benefit to a voucher system that leaves recipients at the mercy of insurance company pricing, as well as plans to make radical cuts to Medicaid and Head Start, steps that would

undoubtedly harm efforts of the neediest families in our society.

In his speech accepting the nomination for re-election, President Obama offered a far more compelling vision for our future—one that has as its core value a commitment to public education, including an acknowledgement of the essential role and responsibilities of school leaders and the support parents and communities must provide to achieve success.

"Government has a role in this," he said. "But teachers must inspire; principals must lead; parents must instill a thirst for learning; and students, you've got to do the work. And together, I promise you—we can out-educate and out-compete any country on Earth. Help me recruit 100,000 math and science teachers in the next 10 years, and improve early childhood education."

President Obama has done much in his first term to increase the federal government's involvement with public education reform, including directing \$100 billion to education in his stimulus package. Programs like Race to the Top and the recently proposed Master Teacher Corps are attempts by the Obama administration to provide additional federal funding to schools, states and educators who are working to improve public education.

While efforts such as Race to the Top may have perpetuated high-stakes testing and left underperforming schools without much-needed additional funding, the Obama administration nonetheless has funneled billions of dollars in federal funding to prevent layoffs and program closures in schools.

As AFSA President Diann Woodard noted after the union's resolution to endorse President Obama's re-election: "President Obama made historic investments in education through the American Recovery and Reinvestment



Act (ARRA), as well as the education jobs bill, both of which saved and created millions of education jobs, reduced class sizes and protected vital education programs and services from being cut or eliminated. We applaud the president for his desire to strengthen public education across this country."

AFSA stands behind our endorsement of President Barack Obama. While some of his efforts have given cause for concern, it is clear the president has the best interests of public school students and educators at heart, making him by far the better choice for public education come November. He shares AFSA's belief that investing in public education is the key to our nation's future, and that radically expanding the privatization of education would undermine the foundation of citizenship that is the core principle of our democracy. ■

# Leaders United

## Administrators Gather in Puerto Rico for 13th Triennial Convention

"Education ought not be a race, it ought to be a right," said Tavis Smiley, CEO of the Smiley Group Inc. and host of the "Tavis Smiley" show, voicing one of the defining themes carried out during events and speakers at this year's AFSA Triennial Convention held in Puerto Rico.

The two-day event was full of insightful speakers, panels, workshops and included beautiful surroundings. The convention kicked off with an evening filled with food and entertainment provided by Al Ritmo del Coqui from the Sudadelaida Vega School and a warm welcome to Puerto Rico from Diann Woodard, AFSA president; Domingo Madera, president of AFSA Local 105; Dr. Edward R. Moreno, Puerto Rico secretary of education; and Lucy Arce Ferrer, Puerto Rico senator, who all expressed their appreciation for administrators.



*Attendees watched and engaged with a range of speakers throughout the two-day convention.*

"Teachers are important, but administrators are the heart of education," said Arce Ferrer. Her statement was a prelude to the events to follow on the opening day of the convention.

On day one, delegates were energized by Tavis Smiley's rousing speech on the importance of equal education opportunities. Smiley said, "The humanity of too many of America's children is being contested every day. If all children are worthy and have the same value, then every one of them would have access to an equal, high-quality education."

Dr. John Jackson, the CEO of the Schott Foundation for Public Education, took the stage and reiterated the need for access to an education for all students by dismissing the business model as inappropriate for education. Instead, Jackson urged school leaders to identify what is necessary for each student. He called for a united fight in a movement to change approaches to education. "Will you stand up for these children?" he implored. "Leaders united—that's what it's going to take to lead a movement for the education of all children."

Delegates then turned their attention to a different problem in education—bullying. Lee Hirsch, the director of the documentary "Bully," showed clips

from the film and spoke about how to face school bullying effectively.

Hirsch said professional development for administrators is key to coping with bullying, along with winning the "hearts and minds" of communities about the significance of bullying. He also urged convention attendees to "fight like hell," and to create agreements in their communities about how to stop bullying before it starts. Delegates applauded and cheered wildly as a resolution was passed in support of stopping bullying.

Administrators also heard from AFL-CIO Secretary-Treasurer Elizabeth Shuler, who encouraged attendees at the convention's PAC luncheon to dedicate themselves to the fight for public education.

"School administrators need to put every bit of themselves into defending free public education in the November election," Shuler declared.

Shuler also discussed the policies of presidential candidate Mitt Romney, making it clear Romney's views are part of a larger assault on unions and working families by Republican governors in such states as Wisconsin and Ohio, among others.

While the list of speakers was impressive, the panels and workshops also provided attendees with key information on topics including retirement, administrator evaluations, Common Core Standards, and safe and secure learning environments among others.

During a panel on the state of public education, Joel Packer, a principal of the Raben Group and expert in federal education funding and policy, discussed how education funding is dependent on what happens with tax cuts for the wealthy.



*From left, Deborah Sharpe, Dr. Barney Willson, Sharonica Hardin and Peter McNally discussed the potential positives and negatives of the educator evaluation process.*



*From left, Eric Waldo, Tina Dove and Natalia de Cuba Romero speak on a panel discussing the current issues and policies facing public education.*



Eric Waldo, deputy chief of staff for policy and programs for the U.S. secretary of education, addressed the administration's stimulus initiative, which provided \$100 billion in funds for education, including \$5 billion in discretionary funds, suggesting the possibility that "There is hope in the sequestration model," since potential education cuts caused George H.W. Bush to break his no-tax pledge.

Lois Lofton-Doniver, secretary treasurer of AFT Michigan, said that as a union leader, she cannot protect the teachers she represents because the state has eliminated this right under collective bargaining. Administrators need "to come together now, because we're no longer in separate silos," she said.

Natalia de Cuba Romero, an award-winning journalist and respected educator whose work has been widely published, addressed student preparedness, including the importance of shared goals between K-12 educators and community colleges. "Children are not being given the language competence to communicate their opinions [in tests]," she said.

Tina Dove, director of the National Opportunity to Learn (OTL) campaign at the Schott Foundation for Public Education and a former high school teacher, said, "We've been talking about the achievement gap, but not about the opportunity gap. We can race to the top all we want to, but it's not going to be pretty for a kid who's starting from below ground."

Waldo agreed the opportunity gap is real and is revealed by the Education Department's data. He asserted that evaluations need to involve more diverse inputs and fewer inflexible standards.

Making a surprise appearance on the convention's final day was Gov. Luis Fortuño of Puerto Rico, who formerly served on the Education Workforce Committee in the U.S. Congress. Fortuño said in his experience "the common denominator" in schools that enjoyed superior performance was "the quality of the school's leadership." He advocated for professional development training for school leaders and teachers and investing in school infrastructure.

### ***Delegates Re-Elect Diann Woodard as President***

Delegates at this year's convention re-elected President Diann Woodard to serve another three years as AFSA's president. Also re-elected to serve as officers until 2015 were Executive Vice President James Dierke, Secretary Wendi Caporicci and Treasurer Ernest Logan. Fourteen vice presidents also were elected to serve on the executive board:

Clarice Berry – Illinois  
Crystal Boling-Barton – New York  
Carver Farrow – U.S. Virgin Islands  
Jimmy Gittings – Maryland  
Aona Jefferson – Washington, D.C.  
Domingo Madera – Puerto Rico  
Gary Maynard – Connecticut

Peter McNally – New York  
Elaine Papas – Connecticut  
Leonard Pugliese – New Jersey  
Dominic Sacchetti – Massachusetts  
James Smallwood – Maryland  
Cynthia Warren – Missouri  
Charles Whelan – New York

Closing the 13th Triennial Convention was newly re-elected President Diann Woodard, who cited the Founding Fathers' assertion that Americans must "take upon themselves the education of the whole people." Woodard urged members to assert leadership in their communities to save public education from being privatized.

"Nothing is more important to the future of public education and our union than your commitment to activism," she said. "Unless we lead the way in our communities, more will be lost than our jobs and our benefits. Our nation's commitment to public education as the bedrock of our democracy will atrophy."

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*AFSA welcomes its newly elected board members. Back row, from left: Gary Maynard, Atty. Bruce Bryant, Cynthia Warren, Jimmy Gittings, Carver Farrow, Aona Jefferson, Domingo Madera, Elaine Papas, Charles Whelan, James Smallwood, Peter McNally, Crystal Boling-Barton. Front row, from left: Wendi Caporicci, James Dierke, Diann Woodard, Ernest Logan. (Not pictured, Clarice Berry and Dominic Sacchetti.)*



*During the first night, members were treated to performances by a group of traditional dancers from Al Ritmo del Coqui from the Sudadelaida Vega School.*

# Rally for Workers Brings More Than 40,000 Union Members and Leaders to Philly

More than 40,000 union members and leaders from across the country gathered in front of the Philadelphia Art Museum on Aug. 11 wearing bright shirts representing their unions and carrying signs declaring “UNITEHERE!” and “Jobs Not Greed.”

The rally, supporting the rights of American workers, was headed by the Electrical Workers (IBEW) and brought workers from all trades and states together for one purpose—to show their strength in numbers against today’s political leaders who fail to support or respect the rights of workers. Among those attending were members of the American Federation of School Administrators, including a group of AFSA members from CSA, Local 1, in New York City, who proudly represented the voice of administrators and union members.

To kick off the rally, union leaders—including President Diann Woodard—came together at Independence Hall on the evening of Aug. 10 to publicly sign a Second Bill of Rights, which outlines every American’s right to:

- Full employment and a living wage;
- Full participation in the electoral process;
- A voice at work;
- A quality education; and
- A secure, healthy future.

After the ceremony, members of the audience were invited to join the leaders in signing the Second Bill of Rights. Nearly 60,000 people have signed on.

The rally the next morning brought out union members by the thousands. Eleanor Andrews of CSA said, “Administrators are here to do a job to make it better for the children. If you make it better for the



*AFSA members from Local 1, CSA joined President Diann Woodard at the Workers Stand For America rally in Philadelphia on Aug. 11.*

children, you make it better for the entire country. So they (politicians) need to do right by administrators.”

Other AFSA locals at the rally expressed concern for the survival and rights of the middle class. “We’re here today to say that all people have a right to a decent living,” said Ernest Logan, president of CSA, Local 1. “If we continue going forward the way that we are going, there won’t be any rights, there won’t be a middle class. The workers are here united and strong, and I believe that as long as we stay together firmly and united, that we’ll make a difference in this country and help this country heal and move forward.”

When asked about what AFSA members hoped to accomplish by attending the rally, member Patricia Weston-McNabb said, “I hope it will show the workers of America that we have to be more involved individually and collectively. And we have to make our voices and opinions known.”

Anita Gomez-Palacio seconded Weston-McNabb, saying, “We have to protect

those workers who put so much time in for their pension and health benefits. They’re trying to take them away. Even from retirees. It’s outrageous, so that’s why we’re here.”

Throughout the rally there was a sense of excitement and energy from the crowd as it heard from speaker after speaker, including IBEW President Edwin Hill, Sen. Robert Casey (D-Pa.), Rep. Debbie Wasserman Schultz (D-Fla.) Rep. Bob Brady (D-Pa.) and AFL-CIO President Richard Trumka, among others.

The union leaders all advocated activism from union members and accountability from America’s political leaders in response to the dire issues facing workers today. Speaking directly to the issue of education, Helen Gym, co-founder of Parents United for Public Education, quoted Diane Ravitch’s comment in response to the continuous layoffs of teachers and administrators across the country: “Who wins a war by firing their own soldiers?”

To sign the Second Bill of Rights, visit [www.workersstandforamerica.com](http://www.workersstandforamerica.com). ■



# Victory in D.C.

## PERB Demands D.C. Public Schools Provide Position Descriptions

For two years, the Council of School Officers (CSO), AFSA Local 4, in Washington, D.C., requested that the District of Columbia Public Schools (DCPS) provide position descriptions to union members. During this time, CSO members were evaluated through the DCPS IMPACT system, leaving members in the unfair situation of taking on and performing assignments beyond the requirements of their positions.

"These assignments put our members in a dilemma of choosing between accepting additional assignments that took time away from the duties for which they would be evaluated on, or refusing the assignment and being insubordinate," said Aona Jefferson, president of CSO. The oversight violated D.C. municipal regulations, the Comprehensive Merit Protection Act (CMPA) and the collective bargaining agreement between DCPS and CSO, which outlines DCPS' obligation to provide accurate position descriptions to all bargaining unit members.

On March 30, 2011, CSO officially filed an unfair labor practice complaint against DCPS with the District of Columbia Public Employees Relations Board (PERB). In response to this complaint, DCPS acknowledged its failure to deliver position descriptions while refusing to explain why. In a March 27, 2012, decision and order, PERB recognized DCPS' wrongdoing, directed it to adhere to the rights given to employees under the CMPA and demanded that DCPS:

- Cease and desist from refusing to bargain in good faith with the union by failing to provide accurate position descriptions;
- Provide the requested position details to the CSO no later than 14 days from the decision order;
- Cease and desist from interfering with the rights guaranteed to employees by the CMPA;
- Post copies of a notice conspicuously at all of the affected worksites for 30 days; and

- Notify PERB, in writing, within 14 days that the information referred to in the order had been provided to the union and that the notices had been posted accordingly.

Despite initially agreeing to follow these terms, the CSO was forced to file a Petition to Enforce PERB's Decision and Order on June 22, 2012, after DCPS did not comply with PERB's order by failing to post a notice of the violation within the 14-day limit, among other things. Only then did DCPS agree to post the PERB order and provide union members with accurate position descriptions by December 2012.

"We must continue to fight for the rights of our members," Jefferson said. "DCPS has to stop the unfair treatment of their employees and the injustice they impose on our members when they continue to use the subjective IMPACT evaluation that can ultimately lead to termination. It's unlawful to evaluate our members under the IMPACT system without certified position descriptions." ■

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## LEADERS UNITED *continued from page 7*

She made it clear that the challenges school leaders are facing is daunting. "The push for privatization of public services has never been stronger," she said. "And the need to fight for our rights and the right of every child to a quality public school education has never been greater. That's why we've mounted the School Leaders United campaign and why we continue to fight on every front," she added. "To keep you on top of these challenges and offer you the chance to engage in fighting back."

The key to succeeding, Woodard offered, is "being true to ourselves. True to the principle that an injury to one is an injury

to all. True to our belief that no matter how attractive the notion of surrendering to gain a small advantage at the expense of the larger group might be, doing so not only betrays our values, it's a betrayal of those school leaders who won us our rights, often at great sacrifice to themselves and their careers."

Woodard said the opportunity to assert AFSA's leadership and solidarity is at hand with the presidential race now in full swing. While noting the Obama administration's Race to the Top is more top-down policymaking without input from those on the front lines, she made it clear that "at least we have

access with President Obama's people," access she said would disappear if Mitt Romney were elected. ■



*After a full day of speakers, workshops and panels, members had the chance to socialize with their peers.*

# Happy Labor Day!

CSA, AFSA Local 1 celebrates at the Labor Day parade in New York City.



## AFSA Local 109 Suitland High School Partners with the International Union of Painters and Allied Trades

The International Union of Painters and Allied Trades (IUPAT) partnered with AFSA Local 109's Suitland High School Technical Academy in Forestville, Md., to provide drywall finishing and interior painting skills training to students.

The program was embedded in the carpentry program, and featured a collaboration between Suitland's carpentry instructor, Tony Dingle, and IUPAT/Finishing Trades Institute (District Council 51) Instructor Andrew Ager, who worked with students to provide hands-on skills and related classroom instruction for the drywall finishing and interior painting crafts.

The program ran through the 2011–2012 school year and ended with the students contributing their skills to the Foundation for Applied Construction

Technology for Students (FACTS) Student-Built House project, which included involvement from 12 high school technical academy students within Prince George's County Public Schools in Maryland.

The program was a complete success for both IUPAT/DC 51 and Suitland High School. "The prospect of supporting the students in their development of the skills needed to participate in today's job market proved to be a worthwhile undertaking," said William Bailey, director of training at the Finishing Trades Institute of Maryland, Virginia, Washington, D.C., and Vicinities. "We welcome the opportunity to work with the students in the future."

Eighteen students participated in the program; at the end of the year,

students interested in pursuing a career in IUPAT craftwork were given direct entry into an apprenticeship program at the DC 51 Training Center in Lanham, Md. They also were provided with employment opportunities with an IUPAT signatory contractor.

The IUPAT, Prince George's County Public Schools, Suitland High School Technical Academy and AFSA are very proud of the success of this program and are looking to do more programs like this one across the country.

If you would like more information about the program, or are interested in starting a program in your school, please contact the AFSA National Office at (202) 986-4209. ■

# Race to the Top Expands to Include Districts

Educators across the nation are very familiar with the U.S. Department of Education's Race to the Top program, which incentivized states to compete for funding in exchange for adopting a set of education reform policies supported by the department. Now, the program has been expanded to allow individual districts to apply.

On Aug. 12, the U.S. Department of Education announced the Race to the Top District competition, allowing local education agencies (LEAs) to apply and compete for \$400 million in funding.

While this expansion of the program provides more individual districts with opportunities to receive increased amounts of funding, the root of the program conflicts directly with AFSA's core belief that the quality of a child's education should not be determined by a competition.

"All schools should be wonderful, not just some," said Wendi Caporicci, president of AFSA Local 83.

"Race to the Top has not affected the state of Connecticut. We did all of the proposals and all of the work, and have not seen the money...it is frustrating," said Gary Maynard, president of the Connecticut Federation of School Administrators. "Opening the program up to districts at least gives you a better shot at getting funding."

This new level of district competition, however, still does not eliminate or address the disparities in education funding that exist across school districts. "Expanding Race to the Top to districts," Caporicci explains, "is one way to get resources, but it still does not provide a quality education to all."

One of the competition's eligibility criteria relates to principal evaluations. As part of their application, LEAs must agree to implement a principal evaluation system no later than the 2014–15 school year. According to the Department of Education, this must be "A system that: (1) will be used for continual improvement of instruction;

(2) meaningfully differentiates performance using at least three performance levels; (3) uses multiple valid measures in determining performance levels, including as a significant factor data on student growth for all students (including English learners and students with disabilities), and other measures of professional practice (which may be gathered through multiple formats and sources, such as observations based on rigorous leadership performance standards, teacher evaluation data, and student and parent surveys); (4) evaluates principals on a regular basis; (5) provides clear, timely, and useful feedback, including feedback that identifies needs for and guides professional development; and (6) will be used to inform personnel decisions."

Almost 900 districts have expressed their intent to apply.

For more information on the program, please visit [www2.ed.gov/programs/racetothetop-district](http://www2.ed.gov/programs/racetothetop-district). ■

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*The root of the program conflicts directly with AFSA's core belief that the quality of a child's education should not be determined by a competition.*

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# The Ugly Truth About Sequestration

## Funding for Education, Other Crucial Programs Could be Slashed by Billions

If Congress fails to prevent sequestration, all federally funded education programs (other than Pell grants) would be subject to an estimated 8.4 percent automatic, across-the-board cut in 2013. These cuts will slash funding for programs in the Department of Education by more than \$4.1 billion, and cut Head Start funding by \$725 million. Some 100,000 children would lose access to Head Start and another 80,000 would be cut from Child Care & Development Block Grant subsidies. Special education preschool grants would lose nearly \$30 million. For the 2012–2013 school year, \$1.2 billion could be taken away from the Impact Aid program, which provides funds to some 1,192 school districts serving about 949,000 students.

This would be the largest overall cut to education programs in our nation's history. With schools already facing extreme budget shortfalls, it is important to look at why and how these cuts are happening.

In August 2011, Congress passed the Budget Control Act (BCA), which established caps on discretionary spending for the next 10 years, resulting in \$1 trillion in cuts spread across defense and non-defense discretionary programs (NDD). The

BCA also directed a congressional bipartisan "super committee" to produce an additional \$1.2 trillion in savings over that span. Because the "super committee" failed to agree to a deficit-reduction plan, an automatic "sequestration" will be triggered as part of the BCA on Jan. 2, 2013, unless Congress acts to prevent it.

Other public services and programs that would be devastated or eliminated include:

- Job training;
- Public health;
- Medical and scientific research;
- Public safety and law enforcement;
- Housing and social services; and
- Infrastructure and other critical programs.

AFSA is a member of the NDD Summit, which was formed to fight back against these devastating cuts to education and other critical discretionary programs. On July 12, 2012, the NDD Summit sent a letter to all members of Congress signed by nearly 3,000 national, state and local organizations (including AFSA) urging that "Congress and the President must work together to ensure sequestration does not take effect. We strongly urge a balanced approach to deficit reduction that does not include further cuts to NDD programs, which have already done their part to reduce the deficit."

On Tuesday, Sept. 11, 2012, AFSA attended the NDD Town Hall: Sequestration Implementation. Attendees heard from Robert Gordon, the executive associate director of the Office of Management and Budget, and Jon Carson, director of the White House Office of Public Engagement.

You can find more information, materials, talking points and how to weigh in with your members of Congress at [www.AFSAadmin.org](http://www.AFSAadmin.org) and at the NDD hub: <http://publichealthfunding.org/>. ■



# The Budget-Cut Bull's-Eye on Public Employee Pensions

With states facing trillions in budget shortfalls, the retirement pensions of public employees have become easy targets for the chopping block. The Pew Center recently reported a funding deficit of \$1.4 trillion in state retirement benefits; in response, many state governments across the country have

luxuries. When times were good, states took these programs for granted, assuming they would somehow pay for themselves. Now that governors in states like California and Connecticut are under pressure to balance their budgets, they want to put the burden on pensions.

"This will have a negative impact on the profession. If you figure that most people start teaching at 22 or 23 years of age, it means that they have to work for 43 years to retire at the top of the scale," said Dierke.

"The truth about public employee retirement benefits has largely been lost," said AFSA President Diann Woodard. "Many public employees rely on these pensions as their sole form of retirement income. They are not excessive or overgenerous. They are simply meant to allow these hard-working citizens to continue paying their bills after they retire from the workforce. It is incredibly important that these pension systems are repaired carefully. We have to be willing to make compromises so that states can continue to provide these benefits, while still ensuring that workers receive their fair share for all the hard work that they invest throughout their careers."

At AFSA's triennial convention in July, delegates resolved to fight any attack on public employee pensions. The resolution also promised institutional support

**With budget crunches looming, some politicians now have taken to targeting these retirement benefits as excessive luxuries.**

engaged in a legislative tug-of-war with the intention of reforming these so-called broken pension systems that are, in fact, the savings of workers in the form of deferred wages—programs that never were broken.

Experts suggest the weighty deficits in funding for these programs exist because states were not allocating sufficient funding for pensions before belts started being tightened. According to Kil Huh, director of research for the Pew Center on the States: "This problem is the result of a decade of states taking pension holidays and raising benefits without paying for them, not the Great Recession."

AFSA decries the ongoing hits to public employees and public-sector benefits and pensions because political leaders failed to make the required contributions to their states' plans during good economic times. Indeed, many states' plans are in good health and do not need drastic actions.

With budget crunches looming, some politicians now have taken to targeting these retirement benefits as excessive

California's pension system, for example, is grossly underfunded—by some \$165 billion. Per the national trend of addressing these shortfalls by eliminating or reducing benefits for public workers, California passed a bill in August that raises the age at which benefits can be received and requires some workers to increase their contributions to the funds.

**'Many public employees rely on these pensions as their sole form of retirement income.'**

—AFSA President Diann Woodard

James Dierke, executive vice president of AFSA and former president of United Administrators of San Francisco, AFSA Local 3, said, "California educators did not see this bill as helping those of us in the profession." The bill goes into effect on Jan. 1, 2013, and raises the age at which employees can retire and draw full benefits to 65.

for policies that ensure the retirement benefits of workers. At the federal level, AFSA is opposed to the Public Employee Pension Transparency Act (PEPTA/H.R. 567/S. 347), because it would distort the health of state and local government pension plans, leading to further confusion among policymakers and potentially leading to more states abandoning public pension plans. ■

# AFL-CIO Introduces New Social Media Tool, Friends and Neighbors

During the 2008 presidential election, social media demonstrated its potential to increase and unite supporters and has remained a key component for any business owner or activist to consider.

To strengthen its communications capabilities, the AFL-CIO recently announced it is implementing a new social media tool, Friends and Neighbors (FAN), which allows members and affiliates to find and contact registered voters among their network of friends in support of the Labor 2012 program.

"The goal is to increase the number of voter contacts that come from a trusted source," said Jared Schwartz, AFL-CIO's director of digital strategies. "Using

Friends and Neighbors, activists can participate in our phone bank program from the comfort of their computer. However, instead of calling strangers, they'll be empowered to contact their friends, acquaintances and nearby neighbors."

Users of FAN receive badges and prizes as they make calls, send mail and ask others to participate. Although FAN users are not required to have a Facebook account, the tool is integrated

with Facebook, making it easier to identify potential Labor 2012 supporters from the Facebook network. The tool is available to all AFL-CIO members and affiliates in the hope that affiliates will encourage their members to log in and start contacting friends.

Currently, users can choose to participate in campaigns in Colorado, Florida, Massachusetts, Minnesota, Nevada, Ohio, Pennsylvania and Wisconsin, with additional states being added to the tool regularly.

To use FAN, visit <http://fan.workersvoice.org> to select an active campaign and begin using the tool immediately. ■

**CONTACT THE MOST IMPORTANT VOTERS:**

*You* — **f** — [Line of 10 people icons]

*Your friends!*

**FRIENDS & NEIGHBORS**

Paid for by Workers' Voice, [www.WorkersVoice.org](http://www.WorkersVoice.org). Not authorized by any candidate or candidate's committee.

**FAN.WorkersVoice.org**

**Sign up today:**

WORKERS VOICE





## From the Mailbox

6/7/12  
Dear American Federation of School Administrators,

Thank you so much for your generous award, the AFSA award for excellence. The AFSA union has been an integral part of my father, Stephen P. Bort's, life, and how this award will be a great help to me. I will use your generous help to attend the Massachusetts Institute of Technology in the fall. Your generosity is greatly appreciated.

Sincerely,  
Shirley  
Dear Dr. P...

Dear American Federation of School Administrators,

Thank you very much for awarding me one of the AFSA scholarships. It means a lot that you have the faith to entrust me with your financial support. I will honor the respect you have shown me with your gift by doing my best in college to continue my record of community service and academic excellence. Thank you again for awarding me an AFSA Scholarship.

Sincerely,  
Sarah Lavallette

## VOTER TURNOUT CAN STEM THE TIDE OF PRIVATIZATION continued from page 2

industrial economy, where we had factories, we built stuff, and we sold it here in America, and we exported it all over the world. That manufacturing economy was the foundation for our wealth and power for a couple of centuries. And then, in the '80s, we started to transform ourselves from a manufacturing economy to a financial economy. And that process, which, you know, on Wall Street we call financialization, was really led...by people like Mitt Romney. And the advantage of financialization, from the point of view of the very rich and the people who run the American economy, is that it was extremely efficient at extracting wealth and kicking it upward, whereas the old manufacturing economy had the sort of negative effect of spreading [wealth] around to the entire population."

Which is exactly where we find ourselves today, with literally all the growth in wealth in the U.S. economy

going to the top 1 percent, while those of us committed to public service are condemned as the source of the nation's economic woes.

We cannot match the billions that Wall Street financiers are pouring into Mitt Romney's campaign to perpetuate their domination of the economy, but we are informed leaders in our communities who can be credible voices for informing members and our families and neighbors about the stark differences in the presidential candidates and the consequences these differences would have for our communities and the children we serve.

You will be receiving—or already may have received—an AFSA brochure in the mail that offers strong, factual arguments for the re-election of President Obama over Mitt Romney. We urge you to share its factual comparisons in your communities.

In addition, we strongly encourage you to become active in this election by volunteering to take part in voter registration drives, participating in literature drops and block walks organized by the AFL CIO and its affiliates, and by registering new voters to participate on Election Day.

Recent polls show the vast majority of voters already have decided for whom they will vote, so it is likely the candidate with the largest voter turnout will win the election.

If this proves to be the case, none of us who values public education and the children we serve can afford to find ourselves regretting on Election Night that we did not do all we could to prevent the election of a candidate who is Wall Street's leading cheerleader for slashing public services and privatizing our public schools. ■



1101 17th St. N.W., Suite 408  
Washington, DC 20036

## UPCOMING EVENTS

- Oct. 5–7 **AFSA General Executive Board Meeting, Capital Hilton, Washington, D.C.**
- Nov. 6 **Election Day**
- Nov. 9 **AFL-CIO Executive Council Meeting, AFL-CIO Headquarters, Washington, D.C.**
- Nov. 9–11 **Women's Leadership Skills Conference, Argosy Casino Hotel & Spa, Riverside, Mo.**
- Dec. 6–7 **Oklahoma AFL-CIO Southern Region Conference, Hard Rock Hotel, Tulsa, Okla.**
- Jan. 17–21 **AFL-CIO Dr. Martin Luther King Jr. Holiday Observance, Sheraton Philadelphia City Center, Philadelphia**

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