



Dear Friend,

Welcome back from a well-deserved summer break. We hope the start of the new school year finds you rested and energized to take on the challenges that will come your way. We return to our students and classrooms amid a climate of political division and uncertainty, yet we remain united in purpose and unwavering in our commitment to our profession.



Many pundits predicted the demise of teacher unions in the wake of the Janus decision. Nothing could have been further from the truth. The UFT has, in fact, grown in numbers since the decision. Despite the unrelenting threat to organized labor, we are unafraid of any challenge and are united in our mission to help improve the lives of students, educators and communities throughout this city.

As we get back into the flow of the school day and reestablish our classroom routines, we should strive to create classrooms where students feel shielded from the anxieties of the outside world. We should endeavor to build school communities where all stakeholders' voices are heard and respected. Finally, we should seek to cultivate classrooms that inspire the best in ourselves and yield the best work from our students.

Team High School is here to support your professional development and help you succeed. To that end, I encourage you to [sign up for a LearnUFT High Schools workshop](#) on the UFT website. Professional development and CTLE hours are available for these informative workshops designed especially for high school members. We hope you will take advantage of this wonderful opportunity!

Over the course of this school year, inevitably, unexpected challenges will arise. When these challenges do present themselves, please reach out to your union. Together we'll continue to serve our students, ourselves and our schools the best we can.

In solidarity,

Janella Hinds, Vice President for Academic High Schools
Sterling Roberson, Vice President for Career and Technical Education

Paid parental leave delivered!

The UFT became the first public employee union in New York City to secure paid parental leave for its members last June. The agreement went into effect on Sept. 4 and hundreds of members have already taken advantage of this new benefit. Refer to this [FAQ guide](#) with any questions you may have. For the more detail-oriented, you may [read the full agreement](#).



UFT celebrates Labor Day on Sept. 8



UFT members carried balloon puppets on their shoulders during the Sept. 8 New York City Labor Day Parade. UFT President Michael Mulgrew was the grand marshal. From left, Matthew Kirwan, UFT chapter advocate; Sheryl Pender, school secretary/chapter leader at PS 200, Manhattan; and Alain Metellus, a social worker at New Utrecht HS, Brooklyn.

More than 1,200 UFT members turned out to celebrate union strength and pride at the Labor Day Parade in the wake of the *Janus v. AFSCME* Supreme Court decision last June. For the first time, members also enjoyed a family BBQ after the parade. Together with the other unions in the city, we put on full display the strength of the labor movement in New York City and the enthusiasm of UFT members. Read the [story about the parade](#) on the UFT website and check out our Facebook album of [photos from the parade](#) and our [photo gallery](#) on the UFT website.

Teacher evaluation

If you are a teacher who is covered by the DOE's teacher evaluation system known as "Advance," you should have received your final rating for the 2017–18 school year by the start of this school year. A matrix determined your final rating as Highly Effective, Effective, Developing or Ineffective according to two measures: Measures of Student Learning (MOSL), which are the assessments that measure academic progress, and Measures of Teacher Practice (MOTP), which are observations.

Your MOSL rating is based on state guidelines and decisions made by your school's MOSL committee at the beginning of last school year. The committee, which is composed of your school's principal, your chapter leader, three other members selected by the principal and three other members selected by the chapter leader, determined the assessments your school used and the method by which student progress was measured. This [online guide to teacher ratings](#) contains more information regarding teacher evaluation as well as a [Final Ratings Questions and Concerns form](#) to submit questions or concerns about your final rating.

Prepare for your initial planning conference

This year's evaluation process starts with the initial planning conference (IPC), so it's critical that we get off on the right foot. The IPC is a one-on-one meeting with the principal or assistant principal, which should take place at a mutually agreed upon time. The meeting provides members with the opportunity to select an observation option, discuss their programs and set goals for the upcoming school year. For members rated Developing or Ineffective for the 2017–2018 school year, the IPC also serves as a discussion focused on the collaborative construction of the Teacher Improvement Plan.

If you have any concerns regarding preparation for your IPC, this [New York Teacher article](#) provides some helpful tips. For a more comprehensive look at the evaluation process, the UFT's [guide to teacher evaluation](#) is a valuable resource.

Teacher's Choice funding

Teachers are allotted up to \$250 dollars this year to spend on classroom-related supplies and expenses. Items purchased under Teacher's Choice must be appropriate for educational use in the classroom or for other professional assignments. The Teacher's Choice stipend is not intended for purchases of basic supplies such as textbooks, chalk, paper, microscopes and math manipulatives, which principals are contractually obligated to provide. If that obligation is not met, please let your chapter leader know.

To receive reimbursement through Teachers Choice, you must submit receipts as proof of purchase. These receipts must accompany an [accountability form](#) on the DOE website (note: you'll have to log in), which you

should submit to your school's principal by January 18, 2019. Purchases must be made between Aug. 1, 2018, and Jan. 14, 2019, to qualify for Teacher's Choice. If you are unsure of your allocation, reference this [funding by title chart](#) for more information.

Get involved with your school's chapter

Strong union chapters are built through the combined efforts of many members pulling in the same direction. While Team High School deeply appreciates the untold hours that chapter leaders put into serving members, we also know that it's simply too much to ask chapter leaders and delegates to do all the heavy lifting on their own. To that end, we are encouraging all UFT members to participate in one of the many leadership teams that schools are required to create. Below is list of such teams and committees with links to their stated mission and work. Talk to you chapter leader if you feel that your skill set would particularly benefit any of these teams: [consultation committee](#), [MOSL committee](#), [school leadership team](#), [school safety committee](#) and the [professional development committee](#).

Dental care open enrollment

The open enrollment period to change your dental plan is Sept. 1 – Oct. 15. You can enroll in either the Scheduled Benefit Plan, which is the default upon registering with the UFT Welfare Fund, or Dentcare, which is a no-cost option. For more information about both of these plans, check out this [New York Teacher article](#).

Volunteer to assist with NYC public high school application

Fordham Law School's Feerick Center for Social Justice invites community members to volunteer for the Legal, Economic and Educational Advancement Project (LEEAP), which works to recruit and train professionals to assist students and families with low incomes as they navigate the New York City public high school application process. Volunteer opportunities include:

- Providing one-on-one or small group high school application assistance to 7th- and 8th-grade students;
- Providing one-on-one college application assistance to 11th- and 12th-grade students.

Please contact Liza Carroll (ecarroll20@fordham.edu) or Matthew English (menglish13@fordham.edu) with any questions on educational volunteer job opportunities.

Student and member spotlight

Team High School is always looking for ways to celebrate the amazing achievements of our colleagues and the students with whom they work. To best do this, however, we need your help. Please reach out to us via email at teamhighschool@uft.org or call us at 212-598-9217 if your school is staging any student performances, competitions or fairs so we can properly highlight everyone's incredible work. Similarly, make us aware of your colleagues' accomplishments and talents. It's important that we celebrate each other as we perform this challenging work together.

New teachers



Teachers starting their careers this fall took home as many free books as they could carry on Aug. 11 at the UFT's special book giveaway, held in partnership with First Book, at the union's Bronx headquarters.

Team High School extends a warm welcome to all of you who have decided to join us in this amazing profession. The start of your first year is filled with excitement, energy, and (if we're being honest) anxiety. [The New Member Handbook](#) is an invaluable resource that can answer questions related to compensation, health benefits and certification to name just a few. Additionally, the [newcomer's checklist](#) provides a quick "to do" list to help you prioritize your needs and stay on track as you enter the profession. Finally, every new teacher is entitled to in-school mentoring services. The mentor should be an experienced classroom teacher,

ideally in your subject area. Check out the [DOE's Guide to Mentoring](#) to fully familiarize yourself with the process.

Team High School wants to celebrate the ongoing successes of our new colleagues. To that end, we're asking you to [reach out to us](#) and nominate a deserving colleague to be featured in our newsletter.

Take your students to Broadway

The UFT is continuing its partnership with the Broadway League on Broadway Bridges, a program that offers New York City public high schools tickets for just \$10 to Broadway shows for tenth graders and chaperones.

Our shared goal is to give as many New York City high school students as possible the opportunity to see a Broadway show before graduation.

You can purchase these tickets now for performances from Sept. 25 through Dec. 5 by registering with www.broadwaybridges.org.

Participating shows are: Aladdin, Anastasia, Beautiful – the Carole King Musical, Chicago, Come From Away, Frozen, King Kong, Kinky Boots, Mean Girls, School of Rock, Summer: the Donna Summer Musical, the Band's Visit, the Lion King, the Phantom of the Opera, the Play That Goes Wrong, the Prom and Wicked. We hope you take advantage of this wonderful opportunity to share theater with your students.

Join us on Nov. 6 to discuss the new global Regents

The Association of Teachers of Social Studies/UFT is organizing an Election Day PD on Nov. 6 to address the new global Regents format. Dr. Richard Forman, principal of Clara Barton HS in Brooklyn, has graciously opened his school to us for this event.

We are looking for teachers who have already started the process of creating material for the new exam and would be interested in facilitating the training. We also are looking for less seasoned people who would be interested in receiving the training. In addition, we would like to hear from special education and ELL teachers whose students will be taking the test.

If you're interested, please contact ATSS/UFT President Joseph Zingone at josepzingone@yahoo.com or ATSS/UFT Vice President Matt Foglino at foglinom@gmail.com.

Stay in touch with us!

As always, do not hesitate to reach out to Team High School if you have any questions or concerns. We can be reached by phone at 212-598-9217 or via email at teamhighschool@uft.org.

Additionally, we'd love to know all the great things that are happening in your school and among your chapter. Please share these stories and pictures with us via email at teamhighschool@uft.org or on Twitter [@UFTTeamHS](https://twitter.com/UFTTeamHS).



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