

PAEA **BUZZZ**

MAY 2009

THE NEWSLETTER OF THE PALO ALTO EDUCATORS ASSOCIATION

Wellness

The Joint Benefits Committee met in April. The change to Anthem Blue Cross has gone smoothly. The committee also discussed starting a Wellness Program District wide. Various ideas such as exercise programs, noon walks, salad days... were discussed. If you feel you have something to contribute to this program please email Triona Gogarty.

Below is an introduction to a book written by two members of the Palo Alto community.

NAVIGATING THE HEALTHCARE SYSTEM WITHOUT DROWNING

(What patients need to know)

Cecilia Peabody, MD, MS (Quality Assurance consultant)

Dhyanne Warner, MD, PhD, Stanford Clinical Professor

From the forthcoming book, copyright 2009

As an educator, you are well aware of the power of knowledge. This principle is especially true in our healthcare system for you and your family. The knowledge will also help in working with your students and their parents. Many of the examples below are on the cutting edge of medical improvements. In order to improve the quality of your healthcare you should be informed about the major system changes taking place as well as have some basic knowledge about diseases. It is vital that you take an active role in your care but the public has not been adequately educated. No one cares more about your health than you.

Examples of a few things you will learn:

1. Effective communication with your doctor and being an active partner.
2. The consequences of ignoring # 1.
3. How and why you should obtain your medical records and what to do with them.
4. Questions you will be asked by your doctor and how to be prepared with the answers.
5. Your rights as a patient and what constitutes true informed consent concerning treatments, including medications, procedures and surgeries.
6. When to use the Emergency Department
7. The importance of electronic health records and patient safety programs in your hospital and doctors' offices.
8. Questions you should ask your doctor.
9. The best places to find information regarding diseases.
10. What is evidenced based medicine, why it is so important and how little information is given to the patient regarding medical practice that has no evidence behind it.
11. The importance of adequate pain treatment, preventive medicine, and full disclosure to patients of medical errors.

Talks by various specialty physicians are available regarding these topics. Questions will be encouraged. Phone Cecilia Peabody at 650-391-9662 if interested or email Triona Gogarty

Did you know...?

Article X Evaluations - This part of the contract seems to be one that sometimes is ignored by both staff and supervisors when all is going well and then pored over when things go awry. I am going to try to condense 12 pages of contract language into a few paragraphs. Anyone wanting to know what the contract actually says is referred to Article X.

The District and the Association mutually wrote and agreed upon the current evaluation protocol. It was intended to acknowledge excellence, encourage professional growth and support staff in need of assistance. There are seven possible protocols:

Plan 1 - Non-permanent staff

Plan 2A & 2B - Permanent staff with fewer than ten years in district.

Plan 2B(four year cycle) & 2C - Permanent staff with ten years or more in district.

Plan 3 or 4 - Permanent staff not meeting teaching standards.

Understandably **Plan 1** has the most paperwork connected with it. This is the process leading to tenure. Teachers are formally evaluated at least three times per year during this process. Supervisors observe the teacher both formally and informally and meet to discuss the observation and provide written and verbal feedback to the teacher. The contract states, “target dates”, by which the assessments should occur but allows for wiggle room of two weeks or so due to crowded schedules, holidays and so forth. At each assessment the supervisor should inform the teacher of areas in need of improvement and help with a support plan. The contract places the responsibility for these observations and assessments on the supervisor.

All Plans 2 - After gaining tenure the evaluation process focuses on professional growth. Teachers are expected to write multi year professional development plans with annual objectives. These goals should be related to the District’s Teaching Standards. It is sometimes helpful to get together with your grade level team to share common goals and projects.

Responsibility for the steps in the process is shared by the teacher and supervisor. If a teacher opts for Plan 2B then professional partners are involved with each step. There are formal and informal evaluation years. In a “Formal Evaluation Year” the supervisor is expected to write a, “Summary Form for Evaluation of Performance”. Each year the teacher is expected to assess and discuss progress on the professional growth plan. A teacher on Plan 2C (four year cycle) is expected to complete a, “Reflective Review Form” after two years. This is the same as assessing and discussing progress on the professional growth plan but is in written form.



PAEA EXECUTIVE BOARD for 2009-2010

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MAY 19, 2009 SPECIAL ELECTION BALLOT

Passage of these ballot measures is crucial to restore education funding and provide our students with the resources they need.

Prop. 1A – Reform and Stabilize State Budget (Budget Stabilization Fund)
Prop 1A will stabilize budget spending over the long-term, limit state spending based on 10-year revenue trends, and mandate a bigger rainy day fund, forcing the politicians to save in good years so we have money when the economy falters.

Prop. 1B – Protect Education Funding (Prop. 98 Restoration)
Prop 1B ensures that schools receive \$9.3 billion over time, so that the billions in education cuts California was forced to make during this unprecedented fiscal crisis are not permanent.

May Rep Council Meeting will be held on Thursday 5/21 4:00–6:00 PM at Fairmeadow School. Hosts Barbara Carlson & Valerie Sabbag.

Site Reps for 08-09

Addison- Teri Baldwin	Barron Park Rusty Tooley	Briones Mary Goodkind Joanne Soraghan	Children's Hospital Kevin Danie	Duveneck Mangla Oza Doug Burress	El Carmelo Diane McCoy
Escondido Richard Garcia Amanda Dungan	Fairmeadow Barbara Carlson Valerie Sabbag	Greendell Marion Krause	Hays Rachel Shepherd Kevin Rouse	Hoover Lonnie Spencer Peter Lee	Nixon Beryl Deremigio Janice Mulholland
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Terman Lynn Repetsky Mark Dungan Martin Vetter Tijen Sambul	JLS Julia Brown Bobbie Whiteman Tim Sato Liz Walton Linda Howard	Jordan Millie Balsam	Gunn G. Garger Yukie Hikida Judy Niizawa	PALY Eric Bloom Magdalena Rivera	

If you would like to be a Representative for your site contact Triona Gogarty. There are once a month meetings for which you receive a stipend. Each site can have more than one representative and rep. positions can be shared.

**Please send comments, suggestions or requests for the Buzz to
Triona Gogarty - trionago@gmail.com**