

- Ohio Association of School Personnel Administrators and
- Ohio Association for Employment in Education

Fall 2005 Conference

Defining Standards of Effective Teaching

KEYNOTE SPEAKER – DR. MARTIN HABERMAN

Over the past forty years Martin Haberman has developed more teacher education programs, which have prepared more teachers for children in poverty, than anyone else in the history of American education. Dr. Haberman will keynote the Fall Conference by sharing the qualities and behaviors of effective teachers that he has gleaned from his research over the years.

Martin Haberman, Distinguished Professor, University of Wisconsin, Milwaukee, has developed, researched, refined and replicated research in the area of teacher and principal selection for the past 40 years. At the Fall Conference he will be speaking from his latest research that is highlighted in his new book, *Star Teachers: The Ideology and Best Practice of Effective Teachers of Diverse Children and Youth in Poverty*. However, his remarks will include the qualities and behaviors of effective teachers in all classrooms, not just those who work with children in poverty.

Dr. Haberman's research-based models for identifying effective teachers are in use in 190 cities throughout the country. His principal selection interview is currently in use in 25 cities. Learning of the research that supports these selection models will be informative for both Human Resource and Career Service professionals.

Widely recognized for his seminal work, Dr. Haberman received the prestigious Columbia

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Ohio Minority Recruitment Consortium

The Ohio Minority Recruitment Consortium, a standing committee of the Ohio Association of School Personnel Administrators, will be holding its Fall meeting on Wednesday, September 14, 2005, from 2:00 to 5:00 p.m. at the Dublin Clarion Hotel. Dr. Martin Haberman will be the speaker. His two-hour workshop will focus on "Star

Principals Serving Children in Poverty."

Members are invited to bring building principals with them to hear this outstanding researcher share his findings. Refreshments will be served at 1:30 p.m. prior to the meeting.

Those seeking further information are invited to

contact Lowell T. Smith at Ashland University. He can be reached by phone: 419.289.5298 or by e-mail : shardin@ashland.edu.



OAAE President's Letter

Andrea Domachoski

*H*ello from Heidelberg College! As the spring days grow warmer and the students begin to leave for the summer, please mark your calendars for the fall 2005 conference. Fall will be here before you know it! The theme of the fall conference is "Defining Standards of Effective Teachers" and the dates have been set for Thursday, September 15 and Friday, September 16, 2005. Recruitment of new members continues to be a goal of the OAAE Executive Board. We strive to improve the communication with our OASPA counterpart and we look forward to more networking opportunities at the fall conference.

Also, I would like to thank all spring conference participants for their feedback on the OAAE/OASPA Vision, Mission, and Belief Statements. Building collaborative relationships between OAAE and OASPA to promote sound practices in the hiring and retaining of education professionals continues to be a driving force behind our organizations. Revised statements will be voted on during the fall conference OAAE business meeting. If you have any questions about the fall conference or the revised vision, mission and belief statements feel free to contact me via e-mail at agrata@heidelberg.edu.

Thanks again for your continued support of the OAAE!


Defining Standards of Effective Teaching

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University Education Distinguished Alumni Award in 2004. When bestowing the award, Dr. Arthur Levine, President, Columbia University stated (in part):
"Martin Haberman. . . Your Milwaukee Intern Program became the basis of the National Teacher Corps under President Johnson. During five decades you have served as an advisor on alternative certification programs to universities, cities, states and the nation. Indeed, no one has developed more teacher education programs or exerted a broader impact on teacher preparation

than you—and you have brought a special passion to seeking the most effective ways of selecting and preparing teachers who can work successfully with diverse, low-income children in city schools."

Plan now to attend the Fall Conference to hear what this nationally recognized educational researcher has to say about identifying effective teachers.



AMERICAN ASSOCIATION OF SCHOOL PERSONNEL ADMINISTRATORS

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American Association of School Personnel

67th Annual conference

"Set Your Compass for San Diego"

October 5-8, 2005
 San Diego Marriott
 Hotel and Marina
 San Diego, CA



Executive Director's Corner

Suzanne Burkholder

I hope that you are completing another successful academic year and that summer will bring a welcome change of pace to your work. Following are three factoids for your information:

1. *The No Child Left Behind Act (NCLB) continues to dominate the education scene. New guidelines for special education assessment and accountability were released by the U.S. Department of Education on May 10. These guidelines are not the final regulations, however it appears that there will be two options that "eligible" states have regarding AYP and students with disabilities—one uses alternate assessments based on modified achievement standards and the other uses a "proxy" for the percentage of special education students equivalent*

to 2 percent of the total assessed population. The Department is also emphasizing that education Secretary Margaret Spellings will consider other options proposed by a state.

2. *Some districts are outsourcing tutoring to India. Although Americans have slowly grown accustomed to the idea that the people who answer their customer service and computer help calls may be on the other side of the globe, the idea that some students may find their tutor works there, too, raises eyebrows. Some critics are concerned about the lack of tutoring standards and question whether anyone can teach over such a wide physical and cultural gulf, however, the most controversial issue is that NCLB supplemental education requirements could be fulfilled through outsourcing and paid for by federal funds.*

3. *The May 2005 issue of Educational Leadership carries an article by Mary Patterson identifying a largely unnoticed problem: new teacher hazing. She is referring to institutional practices in schools that result in new teachers experiencing poorer working conditions than their veteran colleagues, e.g., being assigned to teach in multiple classrooms, having more different preparations than experienced teachers, etc. She raises interesting questions regarding issues that may have been negotiated as perquisites for more senior teachers.*

As you prepare for the upcoming school year, I hope that you will plan to join your OASPA and OAEE colleagues on September 15 and 16 for a stimulating Fall Conference.

‘See you then.

OASPA-OAEE FALL CONFERENCE

“Defining Standards of Effective Teaching”

September 15-16, 2005

Dublin Clarion Hotel
600 Metro Place North
Dublin, OH 43017

2005 Spring Conference Highlights

Thriving in a Standards Based Environment

To introduce the conference theme, “Thriving in a Standards Based Environment,” Thomas P. Jandris, Ph. D., kicked off the opening session of the Spring 2005 Conference with a lively presentation on the topic from his unique perspective. An educator and businessperson who is currently the CEO of Progress Education Corporation, Dr. Jandris was formerly the Director of State Services for

the Education Commission of the States where he and his team served as policy consultants and technical advisors to the nation’s governors, legislators and other education leaders. Tom gave the attendees a look at the original language and intent of the legislation that became the No Child Left Behind Act and highlighted that many of the complaints about federal requirements are

actually states’ attempts to fit their own regulations into the law. Truly, the devil is in the details! Dr. Jandris helped us view the NCLB Act with a new perspective.



Information Sharing is Popular Among Members

Among the popular sessions for OASPA members at the Spring Conference were the Best Practices in the Trenches concurrent sessions focused on four topics: Entry-year/Teacher Induction programs, Collective Bargaining 101, Certification/Licensure Questions and Answers, and HQT/Implications for Special Educators. Conference attendees rotated among the sessions and shared ideas and materials to help meet the challenges districts are facing.

OAEE members learned from OAEE Secretary and Cleveland State University Career Services Coordinator Sharon Moss ways to assist teacher candidates

who cannot find traditional positions in education. Sharon shared her strategies for exploring opportunities to teach in non-traditional settings and looking “outside the box.” She emphasized that even in a tight job market in Northeast Ohio, there are choices for teachers.

In a session that utilized the collaboration of the two associations meeting together, OAEE members heard a panel of OASPA members give their perspectives on what school districts are seeking in teacher education candidates. Human resource administrators Frank Spolrich from Kettering City Schools, Sherm Micsak from Bedford City Schools, and

Donald Haddox from Toledo City Schools indicated that the first things they wanted to know from candidates were their licensure area(s) and if they had passed the PRAXIS II Exam. After those items the differences among the districts represented on other criteria was notable. OAEE attendees were able to ascertain the panelists’ views on a wide range of related subjects such as use of the ODE website for hiring, standardized interviews, and portfolio use. The panelists provided career services professionals with a wealth of information that they can share with students when helping them prepare for the education job search.

Legal Update on the Fair Labor Standards Act

Scott C. Peters, Attorney from Britton, Smith, Peters & Kalail Co., LPA, gave a very informative and fast-paced presentation on the “Realities of the Fair Labor Standards Act (FLSA)” for the OASPA members. Although the provisions of the law (29 U.S.C.201, et seq.) were enacted in 1938, the interpretation of who is covered by the law and enforcement of the provisions within it has certainly changed since then. Scott addressed the major provisions of the law—minimum wage, child labor, overtime pay and record keeping—and provided many examples of their possible application in the school setting.

The minimum wage is now \$5.15 per hour for all hours worked with a couple of exceptions for employees under age 20 and student learners. The “all hours worked” provision is a potential stumbling block in many school settings since it applies to all hours a worker is either required or allowed to work. This applies to the employee who clocks out but stays to finish a project, or to the secretary who takes work home to complete. Lunch and break time must also be compensated unless the employee “is completely relieved of all duties during the period.” Several other examples of compensable time were also discussed. Scott also stressed that collective bargaining agreements cannot waive or reduce the Act’s protections.

The calculation of overtime pay must be done on a weekly basis. Averaging of hours over two or more weeks is not permitted, however the employee’s workweek does not have to coincide with the calendar

week. When an employee, in a single workweek, works at two or more different types of work for which different straight-time rates have been established, the regular rate for that week is the weighted average of such rates, unless the employer and employee have agreed in advance that the overtime pay will be paid at the rate of the overtime work. (Of course, where employees are covered by a collective bargaining agreement, any agreement must be made with the union representing the employee.)

Compensatory time is an option to give time off instead of premium overtime pay if there is an agreement that details its operation. The FLSA caps the “comp time” that an employee can accrue at 240 hours and indicates that the employee must be permitted to use the time within a “reasonable period after making the request if it does not ‘unduly disrupt’ the operations of the agency.” “Unduly disrupt” means something more than mere inconvenience. However it should be noted that even where comp time has been agreed upon, an employer may substitute cash.

For school districts, one of the biggest risks of liability is that of



dual employment. If a non-exempt employee is working two different jobs and the district is not paying the employee overtime when the total hours worked between the two jobs exceeds 40, the district is in violation of the law and plaintiff’s attorneys may well come knocking at the door. One instance where this frequently arises is when a secretary or custodian also coaches a sport. Coaching hours are frequently flexible and somewhat difficult to monitor. A Mississippi-based consortium of plaintiff’s attorneys, School Litigation Group (SLG), has already won back pay and penalties from districts in ten states.

Scott concluded his presentation with an explanation of the records that school districts must maintain, under what circumstances an employee can volunteer, and the enforcement of and penalties for not complying with the FLSA requirements. **Employers beware!**



72nd Annual AAEE National Conference

“Making History in Boston –
Revolutionary Ideas in Education Employment”
November 6-9, 2005
The Omni Parker House, Boston MA

OASPA President's Message

David Burnison

Greetings from the OASPA-OAEE Executive Board. I continue to be excited about the opportunity to serve as the OASPA President. This responsibility has proven to be both professionally and personally engaging. I have come to know many outstanding personnel administrators and college or university representatives who serve their representative organizations with class and distinction. As a current member, or potential member, your involvement in OASPA or OAEE can truly be rewarding and inspiring. My most important message to you is to encourage you to make a personal commitment to be involved and to seek out personnel administrators and college representatives in your local area who are not members and invite them to consider joining both the regional and state organizations. This is especially important as the end of the current school year approaches and employers appoint new people to positions in personnel and employment in education departments. Invite these new people to the fall conference and make it your responsibility to introduce them to the many benefits of becoming a member of our great organization.

Thanks to all of you who attended the spring conference. The executive board has reviewed your evaluation forms and continues to reflect on ways we can assure that future conferences meet the needs of all members. To that end, we are well underway in developing an outstanding agenda for next year's fall conference. The theme of the conference is "Defining Standards of Effective Teaching". We have secured Martin Haberman, founder of the Haberman Education Foundation, as our keynote speaker. Dr. Haberman has made it his life's work to study what makes teachers successful with students. He will share his research and findings with us in an engaging presentation. And we will use the rest of the conference to explore effective teaching from a variety of angles. In addition Dr. Haberman will share his newest book and will be available for book signing at designated times during the conference. The fall conference agenda will include presentations by the Ohio Department of Education regarding licensure/certification and a HQT update. This fall's legal update will be specifically designed to address many of the hot-topic issue submitted by our members on the spring



conference evaluation forms. You will also want to consider attending the Ohio Minority Recruitment Consortium (OMRC) scheduled for the Wednesday afternoon prior to the conference. The OMRC is a partner organization and will also be using Dr. Haberman to present information about effective administrators. You won't want to miss these great professional development and networking opportunities.

Finally, I would like to wish you all the very best for a great closing to the 2004-05 school year. I know this is one of the busiest times of the year in the personnel office – preparing for next year and making the many staffing decisions to assure the very best opportunities for students. I hope you find some time to get out of the office to enjoy the summer and get re-energized for next year. I look forward to seeing you in the fall.

**OASPA
OAEE**

Visit our Website at

<http://www.oaspa-oaee.org>

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OASPA-OAEE Fall Conference
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September 15-16, 2005

Dublin Clarion Hotel
600 Metro Place North
Dublin, OH 43017

Tentative Conference Schedule

Thursday, September 15, 2005

7:30 a.m.	Registration and Continental Breakfast
8:45 a.m.	Welcome and Announcements
9:00 a.m.	Keynote Speaker: Dr. Martin Haberman “Research Findings on Effective Teaching”
11:15 a.m.	Town Hall Meeting
12:15 p.m.	Lunch
1:00 p.m.	Interactive Breakout Sessions
2:40 p.m.	Break
3:00 p.m.	Update on the Highly Qualified Teacher Lucy Ozvat, ODE
4:15 p.m.	Awards and Recognition Reception

Friday, September 16, 2005

7:45 a.m.	Continental Breakfast
8:15 a.m.	OASPA and OAEE Business Meetings
9:00 a.m.	Educational Standards Board Presentation
9:45 a.m.	Break
10:00 a.m.	ODE Certification/Licensure Presentation
11:00 a.m.	OASPA – Legal Update OAEE – Breakout TBA
12 noon	Adjourn
	Evaluation and Certificates of Attendance
12-3 p.m.	Executive Board Meeting

(Watch your mail this summer for Conference Registration materials.)