

## THIS ISSUE

## PRINCIPLES

We hold as a sacred principle, that professional public school employees shall set a good example as faithful public servants, performing their duties to the public with honor to themselves, to the school system, and to their organization. We hold a liberal education for all people to be a preeminent goal for the common good. To achieve this goal, we have resolved to encourage and to stimulate our members to take an active interest in the civic affairs of their country and the District of Columbia, in order that they can work and vote intelligently and effectively for this goal.

MESSAGE FROM PRES. P.1

CSO BENEFITS P.2

CSO EMPLOYEE NEWS P.3

IMPACT SCHEDULE P.4

UPCOMING EVENTS P.5

PERSONAL DAYS P.5

SOCIAL CHANNELS P.5

MEMBER WELLNESS P.6

AFSA ADMIN NEWS P.7

## MESSAGE FROM THE PRESIDENT

Dear CSO Members,

CSO is doing our best to keep everyone healthy and safe in the workplace during the current COVID-19 crisis. As we continue to discuss our concerns and issues with DCPS over its reopening plan, we continue to provide you with brief status updates.

As part of our ongoing discussions with DCPS, we have been focused on several fundamental areas:

- Building Readiness
- Additional Job Duties and Responsibilities
- Medical or COVID-related personal reasons that prevent members from returning to working in-person.

Though, we are purposely not as visible as other unions, rest assured that we are aggressively advocating to ensure our member rights are upheld!

Below is the link that articulates your leave rights under COVID. Please review and utilize these rights if needed.

<https://edpm.dc.gov/issuances/covid-19-sick-leave/>

Thank you to all our members who keep CSO informed about the many challenging request. Your engagement is and will make a difference.

Stay safe!

In solidarity,

Richard Jackson, President  
Council of School Officers | AFSA | Local 4 | AFL-CIO

# CSO DENTAL AND VISION BENEFITS



We are excited to announce that starting with the 2020 Benefits Open Enrollment season, all collective bargaining unit members of the Council of School Officers (CSO), will enroll in and/or update their Dental and Vision benefits in PeopleSoft. By going directly to PeopleSoft rather than enrolling through CSO, PeopleSoft is your one-stop shop for all new enrollments and changes in your dental and vision plans.

Open Enrollment began Monday, November 9th and ends Monday, December 14, 2020. It is your annual opportunity to update your Benefits selections. All modifications made during Open Enrollment will take effect on Sunday, January 3, 2021.

We strongly encourage you to review your current Dental and Vision elections in PeopleSoft by doing the following:

- Click on "Benefits" from the homepage.
- Then click on "Benefit Events" in the top left corner of the benefits summary page.
- Then select the radio button for "Open Enrollment" to enter the enrollment event.

The cost for both the Dental and Vision plans is still covered by DCPS, with no cost to our members. Members are automatically enrolled in 'Employee Only' coverage at the time of hire. However, should you need to add dependents to your Dental and/or Vision plans, you now can add the dependents yourself, directly in PeopleSoft.

Since this transition to enrolling in and updating your Dental and Vision benefits in PeopleSoft is new this year, please ensure that you log into PeopleSoft, review your Dental and Vision benefits, and make any necessary adjustments. Remember that you only have until Monday, December 14, 2020 to make any Benefits adjustments for the 2021 plan year!

DCPS will be holding benefits information sessions run by the Benefits and Compensation team. All sessions will be held virtually from 4:00 to 6:30pm.

We are happy to help you with any questions you might have. Or contact the DCPS Benefits team at [dcps.benefits@k12.dc.gov](mailto:dcps.benefits@k12.dc.gov).

## CSO EMPLOYEE NEWS

# CSO EMPLOYEE NEWS

CSO is pleased to announce the following new staff members:

### Renee Jackson

CSO Field Representative  
Renee.Jackson@csolocal4.org

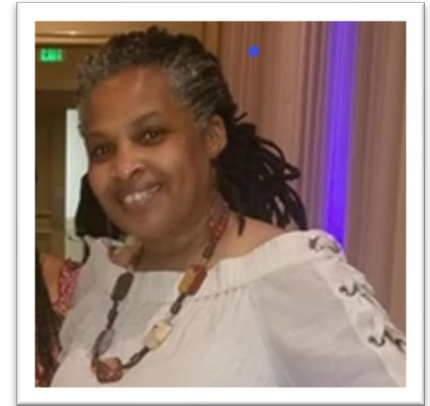
### Robert Saunders

CSO Field Representative  
rsaunders@csolocal4.org

### Narida Thorne

Social Media Account  
Manager  
nthorne@csolocal4.org

Mrs. Jackson and Mr. Saunders were hired to assist with the growing demands of the members of CSO.



Dear CSO Members,

My name is Robert Saunders, and I am the new High and Middle School Field Representative for the Council of School Officers Local 4. I have been a member of CSO for many years; and excited to be able to contribute to the success of the many educators it represents.

As a veteran educator, I served the children of D.C. Public Schools in many capacities and multiple educational settings, for example, middle, junior high, and high schools, as well as alternative environments. My experience allows me to understand your space and provide you with the first-class support you deserve. Moving forward, please do not hesitate to reach out with anything you may need. I am happy to help. Until we meet, I hope you all stay safe and healthy.

Robert Saunders  
Field Representative (MS/HS)  
Council of School Officers Local 4  
rsaunders@csolocal4.org  
240-583-0416  
@Cso-Local4

Dear CSO Member,

My name is Renee Jackson, and I am the new elementary and non-school-based field representative for the Council of School Officers Local 4. I have been working with the CSO on enhancing their membership efforts and I look forward to being of service to you as your field representative.

As a veteran educator, I served the children and broader school communities of D.C. Public Schools in many capacities and multiple educational settings, for example, as an elementary teacher, program officer, and director of school operations. My experiences gives me the insight needed in order to provide you with the exceptional support you deserve.

Please do not hesitate to reach out with anything you may need. I am happy to help. Until we meet, I hope you stay safe and healthy.

Best regards,

Renee S. Jackson  
Field Representative Elementary and  
Non-School Based  
Council of School Officers Local 4  
Renee.Jackson@csolocal4.org  
240-804-7281

# IMPACT EVALUATION CYCLE SCHEDULE

CSO Members,

Please review and ensure that DCPS follows the IMPACT Evaluation schedule for your particular group. If there are process concerns, please reach out to your appropriate field representative.

## CSO EXECUTIVE BOARD MEMBERS

### President

Richard Jackson

### Executive Vice President

Barbara Childs

### Treasurer

Arthur Linder

### Secretary

Delisa Green

### School Representatives

Soncyree Lee

Richard Trogisch

Alexis Richburg

Jacqueline Anderson

Regina McClure

Chunita Pilgrim

Bruce Jackson

### Retirees

Allen Chin

Gwendolyn Brown

Patirica Briscoe

Theresa Alexis-Williams

### Office Manager

Zanette Childs



## 2020-21 Staff IMPACT Evaluation Cycle Schedule

Revised 10/28

### Formal Observation Schedule (Teachers Only)

	Cycle 1 Start	Cycle 1 End	Cycle 2 Start	Cycle 2 End*
LIFT Stage: All	11/2	3/11	3/12	6/3

An informal observation must precede the Cycle 1 observation.

\*Eligible Expert LIFT stage teachers will not receive unless they opt in, eligible teachers at all other LIFT stages may opt out of receiving.

### Holistic Assessment Schedule

Leap Leadership Framework (LLF):	LEAP Leaders (1/28)	LEAP Leaders (6/10)
Non-Teacher Assessments: Groups 8-20	Formal Assessment (1/28)	Formal Assessment (6/10) **
Central Office Assessments: Groups 3a, 3c, 11, 11a	Formal Assessment (1/28)	Formal Assessment (6/10)
Commitment to the School Community (CSC): *	All school-based staff (1/28)	All school-based staff (6/10)
Core Professionalism (CP):	All Staff (1/28)	All Staff (6/10)

\*Groups 7, 12, 12a, and 20 do not receive CSC assessments

\*\*Eligible staff will not receive unless they opt in

### Teacher-Assessed Student Achievement Data (TAS) & Instructional Coach Goals (ICG)

There will be no TAS goals or ICG's for SY20-21

## UPCOMING EVENTS

CSO is planning to conduct town hall meetings for all members in the month of December. The purpose of the town hall meetings are for CSO to discuss upcoming contact information and the reopening of District of Columbia Public School.

Additional information is forthcoming!

## PERSONAL DAYS

As we approach the holiday season, please take advantage of the negotiated "Perdy Days" afforded to all CSO members. These two days can be utilized during anytime within the school year with the approval of your supervisor! If there are questions, this benefit is found in Article 35 (A) of your CBA. Remember, these days DO NOT carry forward to a new school year.

## FOLLOW CSO ON SOCIAL



<https://twitter.com/CsoLocal4>



<https://www.instagram.com/csolocal4/>



facebook

<https://www.facebook.com/CSOLocal4>

## CSO MEMBER WELLNESS



The world is pretty topsy-turvy right now, because of the global panic around coronavirus (COVID-19). If you're feeling overwhelmed or stressed by it all, be reassured that this is a very normal response. However, it's important to go easy on yourself and to take time for self-care.

### STAY ACTIVE

It's well known that exercise is good for both our physical and mental health.

### TAKE 10 TO BE ZEN

When we're stressed about something (such as coronavirus), our thoughts tend to speed up. Taking 10 minutes or so to practice mindfulness can help produce a sense of calmness. Here are some suggestions for free mindfulness apps to try:

- ❖ Insight Timer has over 25,000 free guided meditations, from 1 to 90+ minutes. Try searching by a topic that interests you (e.g. stress, learning to meditate, sleep).
- ❖ Smiling Mind might be a good option if you don't want to be overwhelmed by choice. The meditations are organized by structured programs, such as Mindful Foundations, Sleep, Relationships, etc.

If meditation isn't for you, try doing an everyday activity in a mindful way – in other words, put aside distractions and focus fully on one small task. For example, while you're having a cup of tea, pay attention to your senses (the smell of the tea, the warmth of the cup in your hand, the taste...).

### TAKE A BREAK FROM THE NEWS

Between the news and social media, we're all feeling saturated by coronavirus updates right now. It's important to stay informed, but try to limit your media intake to a couple of times a day and use trusted news sources.

### MAKE A MUSIC PLAYLIST

Music can make us feel so much better. Hop on Spotify and make a playlist with your favorite songs. You could make a group playlist and ask your friends to add five of their favorite songs as well. If you want to get fancy, you could make several playlists for different moods/vibes (e.g. rainy day, feeling happy, etc.)

## AMERICAN FEDERATION OF SCHOOL ADMINISTRATORS NEWS

The Learning Opportunity and Achievement Act (LOAA), which would improve distance and blended learning in our public schools during the coronavirus pandemic, will be introduced in the U.S. Senate by Sens. Mazie Hirono (D-Hawaii) and Cory Booker (D-N.J.) in the coming weeks.

LOAA combats instructional loss, particularly for at-risk and marginalized students, by providing support for professional development and training programs for teachers, tutoring and academic services, research and best practices, and other initiatives to enhance equity and access for all students. Specifically, the bill provides funding to address instructional loss for at-risk and marginalized students, including low-income students, minority students, children with disabilities, English learners, migratory students, homeless children and youth, and children or youth in foster care.

"Over the past few months, I've heard from students, parents and educators across Hawaii who are doing their best to adjust to distance learning during the coronavirus pandemic. My own education was fundamental to my success, and this generation of students deserves a quality education—regardless of the challenges the pandemic poses," Hirono said. "LOAA provides vital resources so educators can support their students, particularly those who are most at risk for instructional loss. I will continue to advocate for robust funding that supports healthy and safe learning environments for students in Hawaii and across the country."

"Moving to a virtual learning environment to protect the health and safety of our students, teachers and support staff has presented new challenges for teachers, students and their families," Booker said. "Our bill will invest funds in states and communities to ensure that our students, especially the most vulnerable, are getting the attention they need, and our teachers are getting the support they deserve."

The legislation provides funding for current professional development and training programs, and new grant funding for professional development, training resources and student support services, innovation programs, and learning hubs to support at-risk and Native students. LOAA also requires the U.S. Department of Education, through the Institute of Education Sciences, to conduct research and identify and disseminate best practices for addressing instructional loss due to COVID-19—especially for at-risk and marginalized students.

AFSA applauds the introduction of the Learning Opportunity and Achievement Act and plans to work hard to help it become law. "The forced pivot to online learning last spring demonstrated clearly the urgent need to ensure that all educators, including principals, vice principals and school leaders, become proficient at using and educating through technology," said AFSA President Ernest A. Logan. "Senator Hirono's bill invests deeply in this area and, just as importantly, would mandate that states reserve at least 10 percent of the \$2.25 billion appropriated to provide professional learning opportunities in online education geared specifically to school leaders. This is a bold bill that we embrace strongly."



**COUNCIL OF SCHOOL OFFICERS  
2417 BENNING RD NE \* SUITE B  
WASHINGTON, DC 20002  
202.526.4700**

**[HTTPS://WWW.COUNCILOFSCHOOLOFFICERS.ORG/](https://www.councilofschoolofficers.org/)**

**@CSOLOCAL4**