



# THE VOICE

FOR ISD622 EDUCATORS

## MESSAGE FROM THE PRESIDENT

Greetings everyone!!

Election season is over for now and thank you for voting.

We now move on to SNOW AND COLD season, oh yes we have already had snow and cold weather. Make sure you watch your step when walking to and from your vehicle at work and at home. BE SAFE!! WALK LIKE A PENGUIN!

The new trimester is starting and we know everyone will be working hard to get off to a great start. The NSPMOEA Officers would like to wish you and your family a Happy Holiday Season. Remember to call me at 651-246-8769 or email me at [rsanders@nspmoea.org](mailto:rsanders@nspmoea.org) anytime you need answers or help.

Together in Solidarity,

Rory Sanders

### Health Insurance Information

Did you know you can use Virtual.com instead of going to your clinic for care? Last year the top opportunity for online care could save over \$60,000. You can use Virtual for acne issues, allergic rhinitis, respiratory infections and many other concerns. It is convenient and easy to use. They can prescribe something if needed or they will send you to a clinic if they can not help you. This will keep our usage down which in turn keeps our premiums down. Also the Well At Work clinic can see you for minor care. When you visit the clinic and you need a prescription, you usually leave the clinic with the prescription at no cost or copay!

### Important

#### Phone Numbers

*\*Rory Sanders (President)*

Cell: 651-246-8769

*\*Tim Kappes (Vice President)*

Cell: 701-640-3177

School: 651-702-8320

*\*Jody Murphy (Treasurer)*

School: 651-748-6164

Cell: 651-353-2554

*\*Mary Glagavs (Secretary)*

School: 651-748-6876

Cell: 651-249-6292

*\*Delene Sanders (Membership)*

School: 651-621-1925

Cell: 651-246-8751

*\*Jana Hedlunc (Membership)*

School: 651-748-6074

### **Member Rights**

*\*Ann Schultz (Chair)*

School: 651-748-6720

Cell: 612-327-0744

*\*Kent Gordon (High School)*

School: 651-702-8685

*\*Tim Kappes (Special Education)*

Cell: 701-640-3177

School: 651-702-8320

Janene Lenard (Elementary and Middle)

Cell: 612-741-8508

School: 651-702-8088



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### Executive Board Meeting

You're invited!

Monday Dec. 3, 2018  
4:15 p.m.

American Legion  
2678 7th Ave. E.  
N. St. Paul

## Contract Corner

### Prep Time

Are you taking your prep time? With all the demands on our time...it's easy to work right through your contract guaranteed Preparation time. This is your time!

**Secondary Teachers:** A minimum of five minutes of preparation time shall be provided within the student day for every twenty-five minutes of instruction time. Preparation time shall be provided in one or two uninterrupted blocks during the student day, one of which must be a minimum of 40 minutes, unless modified by mutual consent.

**Elementary Teachers:** A minimum of five minutes of preparation time shall be provided for every 25 minutes of instruction time in one or two uninterrupted blocks. Elementary teachers shall be provided a minimum of 175 minutes of uninterrupted preparation time per week within the student schedule day. Included in the 175 minutes there shall be a minimum of one 25-minute uninterrupted block per day with the student schedule day unless modified by mutual consent.

Attending a meeting during your prep time is NOT prep time...it's a meeting.

If this is a problem, contact your Member Rights Representative.

**Top Five Qualities of Effective Teachers According to Students**  
Pearson surveyed students ages 15-19 across the U.S. about what they thought made an effective teacher.

#### 1. The ability to develop relationships with their students

The most frequent response is that a great teacher develops relationships with students. The research literature agrees with them: Teachers need to be able to build trusting relationships with students in order to create a safe, positive, and productive learning environment. For example, a student in Boston told us that great teachers are "Willing to listen to students when there is a problem."

#### 2. Patient, caring, and kind personality

Personality characteristics related to being a compassionate person and having a sensitivity to student differences, particularly with learners, was the second most frequently reported quality. Again, there is research to support that teacher dispositions are strongly related to student learning and development.

#### 3. Knowledge of learners

This is a broad category that incorporates knowledge of the cognitive, social and emotional development of learners. It includes an understanding of how students learn at a given developmental level; how learning in a specific subject area typically progresses like learning progressions or trajectories; awareness that learners have individual needs and abilities; and an understanding that instruction should be tailored to meet each learner's needs. One student eloquently described it as: "The teacher understands the pace and capacity of the student."

#### 4. Dedication to teaching

Dedication refers to a love of teaching or passion for the work, which includes commitment to students' success. Responses often referred to loving the subject matter or simply being dedicated to the work. To a student, this means a teacher should be "always willing to help and give time."

#### 5. Engaging students in learning

Students also said that teachers should be able to engage and motivate students to learn. Researchers talk about three types of engagement that are required for students to learn: cognitive, emotional, and behavioral. Survey respondents mostly focused on making content interesting and the ability to motivate students to learn. A student in Pennsylvania said great teachers are, "motivating students to succeed in and out of school."



North High collected over two truckloads of food for their food drive weighing almost 1,000 pounds! Way to go North!

**Relicensure Dates:** January 18, February 15, March 22, April 26 and May 17. Go on line at the NSPMOEA website and complete your forms. If you have questions, contact a License Renewal Committee Member.



Is this your scrambled email?  
nforlamps  
If so, email  
mglagavs@isd622.org  
to claim your \$10 prize!!