

TTT Flashes - #2 2024-2025

January 8, 2025

District 205 Faculty Association

Message from the President

Welcome back to the second semester, and the start of 2025. I hope everyone enjoyed some rest and relaxation over winter break. As we begin the important work of educating the next generation at the start of a new year, I tend to reflect on the previous semester and set goals for the new one. I also make it a practice of having my students set some goals at the start of their semester to help better themselves as learners. As President of the Faculty Association of District 205, I have several "New Year's Resolutions".

1. **Improve communication.** You will see more TTT Flashes and emails this semester sharing information on your contractual rights, IEA activities, resources and benefits you get, etc. I plan on visiting all of the buildings and sites now that I have finally been granted my contractually required released periods during the semester to meet with our membership. Please feel free to contact me or any of your union building representatives with any questions or concerns you may have.
2. **Foster relationships with administration and community partners.** I believe it is essential in our profession to work with administration to have our voices heard. Decisions made in isolation from teachers in the classroom often miss something that input would have solved. I am hopeful that I can work to help develop relationships with both our administration and our community leaders to advocate for public education.
3. **Increase member engagement/foster leadership in our organization.** It is essential that our Faculty Association find ways to get new members involved and engaged. I will be sharing resources and finding ways to get new leaders trained, educated, and empowered to become the union leaders we need to continue to be the strong Faculty Association that we have.

Let's make it a great semester!

Mark Danielson

D205 Faculty Association President

IEA RA Election Results

Congratulations to our elected delegates to IEA's 2025 Representative Assembly!

Elvis Madison, Linda Colon, Paul Adams, and Shalonda Morgan

From the Desk of the Executive Director, Mr. Ken Wendorff

Greetings 205 Colleagues,

Based on input we have received; it appears that our administration is increasing the use of the "Statement of Concern" form as part of our teacher evaluation process. As such, please read below for how the form should be used along with the rationale.

1. The Statement of Concern form was developed as part of our current evaluation process to provide teachers with an early notification of "concerning" behavior or circumstances witnessed by their evaluators. The form is not intended to be used punitively, but to offer teachers assistance in addressing the identified concerns.
2. The form must indicate the date the concerning behavior was observed first-hand by the evaluator (direct observation). No third-person reporting of behavior should ever be included in a Statement of Concern.
3. The Statement must include which domains and components may be affected by the observation and a rationale for each concern must be included.
4. If a Statement of Concern is issued prior to your mid-year evaluation meeting, there must be a discussion between the teacher and evaluator regarding the concerns before or during the mid-year meeting. If a Statement of Concern is issued after the mid-year meeting, a discussion between the teacher and evaluator must occur as practical after submission. The evaluator must not wait until the end of the year summative meeting to discuss the form. This would obstruct the teacher's ability to consider the strategies to resolve.
5. If the teacher is successful in correcting the concern stated on the form, the concern should not be used as evidence for future documentation during the evaluation process.
6. The Statement of Concern form is included below for your review. It will look a little differently in how it may be presented electronically in Talent-Ed.

Please contact me directly or one of your building representatives if you have any questions.

Thornton Township High School District 205

Professional Evaluation Process

Statement of Concern

Teacher: _____ Date: _____

Evaluator: _____ School: _____

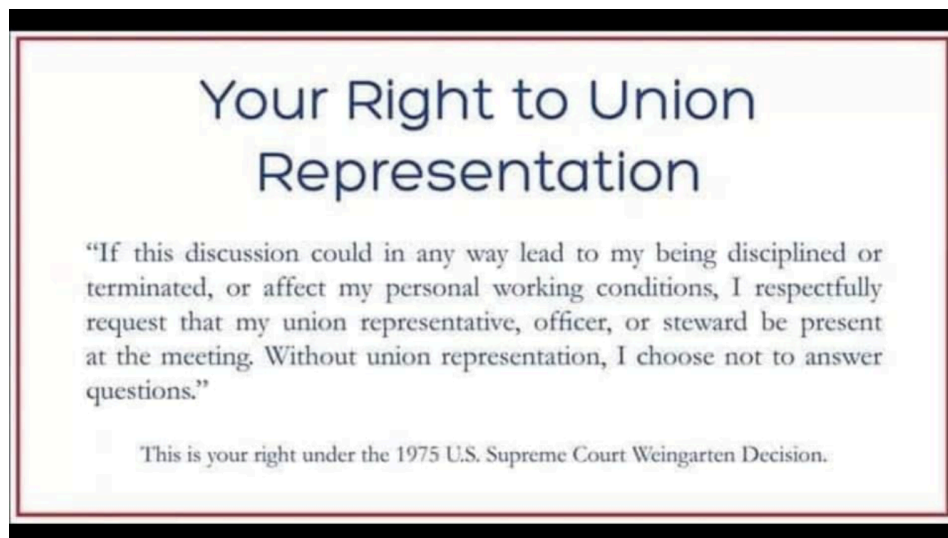
Purposes: To document concern(s) related to the teacher's professional practice.
To identify potential strategies to address the concern(s).

Domain(s) and Component(s) of Concern	Rationale for Each Concern	Suggested Strategies for Each Concern

Weingarten Rights

The right to representation is based upon Section 3(a) of the IELRA and Section 7 of the NLRA. These sections of the laws provide either public or private educational employees the right to organize, form, join, or assist in employee organizations or engage in lawful concerted activities for mutual aid and protection. You will sometimes hear this right called a “Weingarten Right” from a 1975 U.S. Supreme Court case that initially identified this right under the NLRA.

If you are being interviewed by a supervisor and you reasonably believe that what you say may lead to discipline, prior to the start of the interview, you should state something similar to the following to invoke your Weingarten Right: *If this discussion could lead in any way to my being disciplined or terminated or affect my personal working conditions, I respectfully request that a union representative be present at the meeting. If you failed to request a union representative at the start of the interview, you may do so at any time during the interview.*



Red for Ed

Continue to show up in **RED** every Wednesday as we advocate for public education.

From the IEA website... “Red for Ed is a grassroots movement of educators and supporters of public education who are advocating for increased public funding for education and better pay and benefits for teachers and other school staff. Red for Ed is a nationwide movement that began in 2018, but it has become increasingly visible and influential as teachers and their allies have held events, walkouts, rallies, and demonstrations demanding better funding for their schools.”

Need some new **Red for Ed** gear?

<https://shopiea.org/>

Opportunities/News from IEA

o **Virtual Book Study**

The IEA Racial & Social Justice department invites you to [join our upcoming virtual book study of “Punished for Dreaming” by Dr. Bettina Love.](#) Together, we’ll explore stories that shed light on the profound impact of systemic inequalities in education and discuss how we, as a community that supports excellence and equity in education, can help transform these insights into actionable change.

There are many ways to support the movement!

- **Register to participate**
 - [Here is a link for frequently asked questions for participants.](#)
 - 2.0 PD Clock hours are available for each week of full attendance for IEIN holders
- ***Share this email content with others that you believe would like to engage in the conversation and grow as an equity leader***
- **Share the book study postcards at your upcoming staff and/or member meetings**
- ***Interested in hosting a social & racial justice training? Email: iearsj@ieane.org***
- ***Everyone is invited, staff, leaders, members, community partners, etc. Please share widely!***
- IEA Members Only: First 100 that commit at the abolitionist level will receive the book for FREE! **(HURRY! We are almost to the first 100!)**

Please feel free to share with anyone you think might be interested. The more people we have, the more impact we make!

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● **IEA TRS Trustee Petition Help Needed!**

The IEA Board of Directors is recommending **Heather Becker** and **Sean Casey** in the upcoming TRS Board of Trustees election. There are two seats up for election this spring and we need your help to secure the required number of petition signatures to get our IEA colleagues on the TRS ballot. Please take a moment to [sign both petitions for Heather and Sean.](#) The links to do that are below.

Heather Becker, Rushville, IL, Illinois Education Association (IEA):

<https://vote.escvote.com/trsilteacher/default.asp?NomName=HeatherBecker>

Sean Casey, Richmond, IL, Illinois Education Association (IEA):

<https://vote.escvote.com/trsilteacher/default.asp?NomName=SeanCasey>