

# THE EDUCATION FOCUS

FOR THE MEMBERSHIP OF THE OKLAHOMA EDUCATION ASSOCIATION

August/September 2012



## Inspired



# Finding inspiration

As OEA members start the 2012-13 school year, they can find stories of inspiration in this issue of the *Education Focus* – from wise words from our elected officers and the President of the United States to a member who has opened her own furry business.



**Page 2** Linda Hampton rose from teaching in one of the state's smallest schools to holding one of the state's most influential leadership positions. Read what drives her as president of the OEA.

**Page 3** As Alicia Priest begins her first full term as vice president, she talks about the reforms coming to the classroom and how they will affect teachers and the education process.



**Page 4** Delegates to July's NEA Representative Assembly were wowed by some high-level speakers, including the country's two highest elected officials.

**Page 6-7** See a map of OEA's realigned zones, complete with names of zone directors and staff assigned to each region.

**Page 8** General Counsel Richard Wilkinson says teachers should keep copies of all documents related to their professional careers.

**Page 10** Kim Sloggett has always wanted to be a teacher, but some bad luck gave her an opportunity to open a pet sitting business.

**On the cover ...** OEA President Linda Hampton (right), Alicia Priest (center) and Executive Director Lela Odom at July's NEA Representative Assembly. Photo by Mid-Del ACT's Kelly Fry.

## Join the conversation with OEA!



On Facebook –

- Oklahoma Education Association
- Student Oklahoma Education Association

On Twitter –

- [twitter.com/oeka](https://twitter.com/oeka)

## Need help? Call us.

Do you need assistance with a personnel matter? Would you like OEA to bring top-notch professional development to your building? Does your Association need organizing help? Call your regional office and ask for help, or visit [oeka.org](http://oeka.org) for details on our programs and services.

### Oklahoma City Metro, Southeast and Southwest Teams

800/522-8091 or 405/528-7785

### Northeast and Tulsa Metro Teams

800/331-5143 or 918/665-2282

### Northwest Team

800/439-0393 or 580/256-0071

# The Education Focus

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## Join today!

**Membership in the OEA provides security, symbolizes professionalism and brings with it a wealth of benefits.**

Visit [oeka.org](http://oeka.org) for more information, and call 800/522-8091 to find out how to join today.



# We are guided by our core values

*By Linda Hampton  
OEA President*

I was recently asked why I thought teachers and support professionals remain so committed to public education when it appears that public education is under attack and educators are being blamed. I believe the answer is summed up in three words: our core values.

Our core values are our basic beliefs, tenets that provide a strong foundation and shape who we are. Beliefs we know innately to be true.

As public education employees, we have deep-seated core values we hold in common. It is an unwavering belief that every child deserves a quality public education. It is the knowledge we will change the future of Oklahoma and our country one child at a time. It is seeing first-hand how public education provides the level playing field that all children deserve. It is the satisfaction of knowing that we work with children because it is our passion. Our core beliefs are not centered on ourselves, but on others.

It is these core values which teachers and support professionals hold dear that keep them in the profession. They guide us on the path we've chosen to help create a better society. It is a path OEA is helping our members navigate. We represent more than 34,000 members who believe in public education enough to dedicate their professional lives to working with children. That's over 34,000 voices speaking as one.

Now think about the phrase "value enhanced" – a perfect adjective for OEA. Value enhanced means adding worth to something already worthwhile. OEA membership means add-

ing value to being a public educator.

Obviously, being a member is the professional thing to do, but it is also the smart thing to do. When you join OEA you automatically become part of the OEA family. It's a strong, close-knit family. There is value in knowing your OEA family is only a phone call away.

Additional value continues to emerge when you realize the ways your membership helps you to grow and to become the best you can be. OEA's professional development trainings are some of the best in the country, and they are free to you because you are a member of the OEA family. Our advocacy program and Personal Legal Services provide you the security of knowing that just like any close family, we have your back.

We band together with a strong voice about what is right for public education. We are a family in which each member brings value to the table.

At OEA, we find the right thing to do, and then we do it in the most ef-



*President Linda Hampton*

fective way.

OEA has flourished since its beginning in 1889. Our core values have remained solid for 123 years – firm in the belief that public education is a cornerstone upon which Oklahoma and our nation were built. Over the same time period our members have seen the value that OEA brings to public education and its employees.

Thanks to each of you for choosing to remain committed to our profession, to public education and to Oklahoma's students. You do make a difference, and together we are OEA strong!

## *Your permanent card is on its way!*

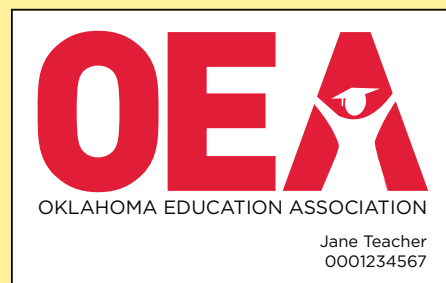
Members will soon be receiving their new membership cards, and it will be the last OEA card they need.

OEA is distributing permanent membership cards through local association leaders this fall. The card will have the member's name and official identification number on the front.

No temporary or generic cards will be provided for new members joining this fall. Instead, OEA will print their permanent cards in December.

In future years, OEA will only print membership cards mid-year for new members and for continuing members who have lost cards.

For more information, contact a member of your regional team.



# Hampton finds her energy by working with members

*Interview by Doug Folks*

**L**inda Hampton's journey to become president of the Oklahoma Education Association is worthy of a Hollywood treatment: Small-town girl rises from modest beginnings to fill one of the state's most influential leadership positions.

Hampton spent her entire 34-year teaching career in tiny Pleasant Grove, a kindergarten through eighth grade school of about 100 students near Seminole. In her spare time, she devoted her volunteer efforts to the OEA, holding leadership positions on the local and state level, and served two terms as an NEA Director, sitting on the National Education Association Board of Directors.

Three years ago, she won the OEA vice presidency while her good friend Becky Felts was elected president. But Becky would not finish her term, losing a long battle with cancer in April 2011. Hampton stepped into the president's office much sooner than she expected, and saddened by the loss of her dear friend.

Hampton completed Felts' term and was elected to her own three-year term as president in March. She approaches the job of president with a strong determination to represent each member personally, but is modest and self-deprecating when asked about her own achievements. Her first concern is always for the well-being of an organization she has spent her adult life working for and making stronger.

As Hampton begins her first full term as president, she answers a

few questions about the job, the Association and education in general.

**Education Focus: What have you learned, so far, from your experience as OEA president?**

**Linda Hampton:** "I have learned the importance of having a great team. I've learned the importance of having a great mentor. Becky was a realist about what was going on with her health. And she always tried to mentor me and prepare me if something should happen. I really appreciated and learned from that."

**EF: As OEA president, you've attended a White House ceremony with President Obama and sat on stage during Vice President Joe Biden's speech at Representative Assembly. What has been your best moment as president, so far?**

**LH:** "I've been fortunate to do a lot of things and meet a lot of people. But the place I get my energy from is when I'm at meetings with our members, and I get to talk to them and hear what's going on in their world. It just rejuvenates me more than meeting anybody who's in a certain position. I'd much rather be with our teachers and support professionals."

**EF: What goals do you have for the next three years?**

**LH:** "I want us to be the strongest, most listened to voice at the capitol. I want us to be the best advocates for our members. I want us to continue to provide quality training for our members. I want us to continue to produce



Photo by Doug Folks

*President Linda Hampton*

award-winning media campaigns. I want us to grow in the social media world. My goal for us is to take what we have and to continually improve on it. I want to see that our members are proud of their organization."

**EF: How do you approach the job of OEA president, an organization with more than 34,000 members.**

**LH:** "When you're president, it's not really about you. It's about the people that work with you, that get you where you are. It's about the teachers who are in the classroom every day."

**EF: Our schools are facing a lot of changes in the next couple of years, namely Common Core and a new evaluation system. What advice do you have for teachers as we incorporate these new systems?**

**LH:** "I think they have to remember they teach for the right reasons – for the kids. The hard part is that, for my entire teaching career, there

*See "Education can" on Page 12*

# “Dream big ... it can happen”

## Priest begins first full term as vice president

*Interview by Doug Folks*

**A**licia Priest is quick to laugh or make a joke. She’s the kind of person that finds fun in most every situation.

But there is also the Alicia Priest who thinks very deeply about her job and about public education. While she loves life, she is very committed to growing the Oklahoma Education Association and pushing for true improvement in education for the sake of our children.

Priest was recently elected to her first full term as vice president after spending a year completing Linda Hampton’s term after she stepped into the presidency (*see story on page 2*). Priest taught English Language Learners (ELL) and Spanish in Yukon for 16 years before joining OEA as vice president.

Since taking office, she has represented the Association in a number of settings, including serving on the State’s Teacher Leader Effectiveness Commission, which is charged with identifying a new statewide evaluation system for teachers and principals. In just a short time, Priest’s travels have taken her places she never thought she would go.

She recently sat down with the *Education Focus* to talk about what she’s seen so far and how the coming reforms will affect teachers and the education process.

**Education Focus: What has been your biggest “aha” moment since taking office?**

**Alicia Priest:** “I thought that I could imagine what the job entailed, but it’s so much more. I may have five meetings in a day and they will all be on different topics in education. From taxes to teacher evaluations to helping plan Summer Leadership to whatever. And you’re pretty much expected to be an expert in all those areas. That’s the biggest ‘aha.’”

**EF: At this summer’s NEA Representative Assembly in Washington, D.C., you had the opportunity to be part of a backstage welcoming committee for Vice President Joe Biden and his wife, Dr. Jill Biden. How was that experience?**

**AP:** “I got to meet Vice President Biden and his wife and I had my picture taken with him. I tried to just not slobber all over myself (laughs). As a little girl, I never dreamed of meeting the Vice President of the United States. I’m just little Alicia from Oklahoma City, who am I to meet to the vice president? So, always dream big, think of the impossible, because it can happen.”

**EF: Teachers are facing some big reforms in the near future, specifically a new evaluation system. How will that affect the education process in the coming months?**

**AP:** “Changing the evaluation system can have a very positive impact on the classroom if we move all of our administrators, teachers and support professionals to a point of more knowledge of what’s going on in education. None of the evaluation system will be worth the change and angst if we don’t change our practice. Principals will have to come into a classroom and truly evaluate a teacher. Principals must have the knowledge to recognize issues with teaching in the classroom and connect those issues with professional development to get help for a teacher who is struggling in an area. Teachers want to do their best. If they’re not doing their best, let’s give them the tools to get better. That should be what drives the evaluation system.”

**EF: The stress will no doubt be higher for teachers with these changes. What advice do you have for them?**

**AP:** “You have to use time management skills. You have to learn to say, ‘I’ve done enough for today; I’m going home to be with my family. I’ve got to do things that are rejuvenating to me right now.’”

“Being in education can really suck the life out of you. It sucks your energy. You’ve got all these demands, all these critics, all these extra duties without pay. You do them because you care and because you want your students to be successful. But you have to remember to feed your soul. If you don’t, then nothing else matters.”

*Read the complete interview in the Media Center of the OEA website, [okea.org](http://okea.org).*



*OEA Vice President Alicia Priest (left) shares a laugh with Lilly Eskelsen, NEA Vice President, during the Western Region Leadership Conference last January in Oklahoma City.*

*Photo by Doug Folks.*

# RA speakers inspire OK delegation

**D**uring presidential election years, the National Education Association hosts the annual Representative Assembly in Washington, D.C. The location allows for some very impressive guest speakers, and this year's meeting was no exception.

President Barack Obama addressed the 9,000 delegates via phone while Vice President Joe Biden and his wife, Dr. Jill Biden, made in-person presentations to the Assembly. OEA President Linda Hampton was invited to sit on stage during Biden's speech while OEA VP Alicia Priest was part of a backstage meet-and-greet delegation for the Bidens.

Hampton said there were highlights at every session of the RA, but hearing encouraging words from Obama and Biden was inspiring.

"It's obviously a highlight when the President of the United States calls in and speaks to the delegates," she said. "It's an awesome experience to hear the two highest elected officials in our country actually appreciate teachers and not try to lay blame on us."

Other keynote speakers were equally inspiring, including National Teacher of the Year Rebecca Mieliwocki and NEA President Dennis Van Roekel. Following are quotes from some of the speakers to take the podium during the annual meeting.

**"I want you to know that I am proud of all the great work you have done. You can't help the American people without helping educators."**

*President Obama during his phone call to the delegates.*

**"You have been born with a gift for teaching and you've been given the gift of working with children. You have a front row seat to the future. You build that future one child at a time."**



Photo by Kelly Fry.

*McCloud's Linda Ogle (left), Audra Cornett (center) and Laurie Best, both from Inola, get in the spirit of the 4th of July at the NEA RA.*

*National Teacher of the Year Rebecca Mieliwocki, an English teacher at Luther Burbank Middle School in Burbank, Calif.*

**"To lead you just need a vision, hope, and inner strength to believe you can change things... (ESPs) care deeply for the students and their success, and we work to keep students and schools safe."**

*Education Support Professional of the Year Judy Near, a health technician and attendance clerk at Skyline Elementary School in Canon City, Colo.*

**"America's public schools continue to face many challenges and we need to work together now more than ever to help ensure student success. Public education should be the number one priority for lawmakers, from the local to national level."**

*Mustang's Greg Johnson after winning re-election to the NEA Executive Committee.*

**"It should be no surprise that the same people who demonize you and your professions want to silence your voices. These are political attacks, plain and simple. They should be thinking about making**

**your job easier, not more difficult."**

*Vice President Joe Biden*

**"I am very honored to receive this award from educators across America. As a former public school teacher, I know how challenging their jobs are. I promised that my administration would make education and jobs my highest priorities. This award shows we're making progress."**

*Minnesota Gov. Mark Dayton after receiving NEA's America's Greatest Education Governor Award.*

**"If you ask our members – regardless of membership category – why they chose to work in education ... why they teach ... why they drive the school buses ... counsel students, prepare food ... why they are a nurse, why they clean the classrooms ... the answer always comes down to the same thing. It's about STUDENTS. It's ALWAYS about them."**

*Dennis Van Roekel, NEA President*

**"I know that you all understand. Being a teacher is not what I do, it's who I am."**

*Dr. Jill Biden, English teacher at a community college and wife of Vice President Joe Biden.*

## Realignment changes Southwest Region make-up

**T**he Oklahoma Education Association Board of Directors has approved a restructuring of the Southwest Region. The change took place without removing a seated board member.

The realignment brings some important changes to the make-up of OEA's geographic regions, affecting the Northwest and Southeast Regions as well as the Southwest:

- Realignment condenses the SW into three zones from four;
- Roger Mills County moves from Northwest Zone A into Southwest Zone A; and
- Murray and Johnston Counties move from what was Southwest Zone D to Southeast Zone A and Zone C, respectively.

The realignment allows for board members representing our state at the NEA Representative Assembly to comply with NEA's one person, one-vote principle.

Oklahoma is divided into six geographical regions, subdivided into 21 zones. Each zone elects a member to the Board of Directors. In addition to the Zone directors, at-large directors are elected to represent administrators and retired teachers. The OEA president appoints two

education support professionals to represent that group and the Student OEA president, who is elected by SOEA members, is a voting member of the board.

With the recent change in the Southwest, the OEA Board now consists of 28 members including NEA Directors Lori Burris of Mid-Del ACT and Patti Ferguson-Palmer of Tulsa CTA. Greg Johnson, a member of the NEA Executive Committee from Mustang, serves as an ex officio member of the board.

Following is the new county makeup for Southwest's three zones:

SW-A, Pam Ramey, zone director from the Professional Educators' Association of Lawton (PEAL) – Beckham, Caddo, Comanche, Cotton, Greer, Harmon, Jackson, Kiowa, Roger Mills, Tillman and Washita Counties.

SW-B, Connie Jensen, zone director from Newcastle ACT – Cleveland and McLain Counties.

SW-C, Terri Keck, zone director from Marlow ACT – Bryan, Carter, Garvin, Grady, Jefferson, Love, Marshall and Stephens Counties.

*Turn to Pages 6 and 7 to see a map of OEA's regional team makeup, complete with board members and staff for each region.*

## Yukon's Cal Ware joins OEA staff

Cal Ware has joined the Oklahoma Education Association as an Advocacy UniServ Specialist for the Southeast Region. He replaces David Kueter, who retired earlier this year.

Ware comes to the OEA from Yukon where he taught second grade for eight years at Myers Elementary. He started his career in El Reno where he taught kindergarten and second grade for eight years.

During his teaching career, Ware served as a mentor to new teachers and as an on-site technology representative. As an OEA member, Ware served the Yukon Professional Educators Association as a building rep and as a member of the bargaining team. He served three years on the OEA Collective Bargaining Committee.

Ware earned a bachelor's in early childhood education from the University of Central Oklahoma and a master's in educational leadership



*Cal Ware*

from Southern Nazarene University in Bethany, obtaining an elementary principal's certificate.

## Tell us who you love, win \$1,000

To encourage you to think about life insurance as an expression of your love, the NEA Members Insurance Trust is sponsoring a "Who do you LOVE?" contest from August 13, 2012, until October 15, 2012.

To enter the "Who do you LOVE?" contest, simply submit a story (200 words or less) that expresses why you love someone and why you want to protect them. You may also include a photo. Winning stories may be featured on the NEA and NEA Member Benefits websites.

Plus, if you're the Grand Prize Winner, you'll receive two \$500 Visa gift cards – one for you to keep and one for you to share with your loved one!

Visit [www.mynealife.com](http://www.mynealife.com) for more details or to enter.

# OEA Regional Service

## Northwest Region

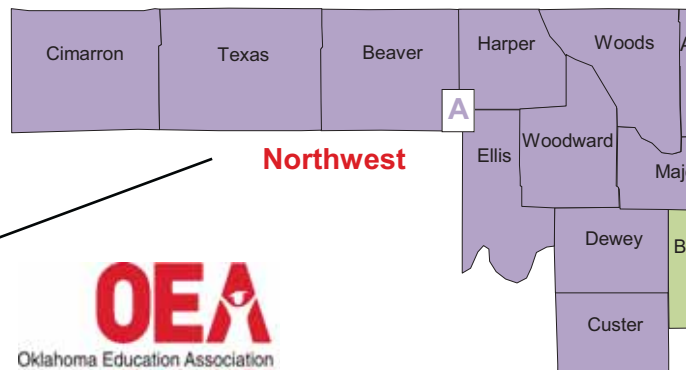
800/522-8091 or 405/528-778

### Zone Directors

Rhonda Harlow, Enid EA, NW-A  
Joanne Minor, Ponca City ACT, NW-B  
Debbie Callison, Yukon PEA, NW-C

### Geographic Team Members

Mike McIlwee, Teaching & Learning  
Daniela Newville, Legislative & Political Organizing  
Mary Pratz, Advocacy  
Patti Serio, Organizing  
Kim Holley, Team Assistant



Northwest



Effective July 6, 2012

## Oklahoma City Metro Region

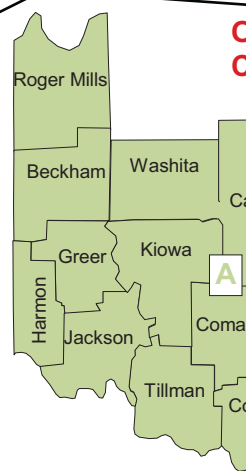
800/522-8091 or 405/528-7785

### Zone Directors

Elise Robillard, Moore ACT, OKC Metro-A  
Rene Allen, Putnam City ACT, OKC Metro-B  
Theresa Shelley, Edmond ACT, OKC Metro-C  
Terri Gray, Choctaw-Nicomma Park ACT, OKC Metro-D

### Geographic Team Members

Bonnie Hammock, Teaching & Learning  
Jay Owens, Advocacy  
Kandis West, Communications  
Martha Wissler, Advocacy  
Mary Lou Koskie, Team Assistant



Southwest

## OEA Governance

**President** – Linda Hampton

**Vice President** – Alicia Priest

**NEA Directors** – Lori Burris, Midwest City-Del City ACT  
Patti Ferguson-Palmer, Tulsa CTA

## Management Team

800/522-8091 or 405/528-7785

**Lela Odom**, Executive Director

**David Williams**, Associate Executive Director,  
Field Services

**Amy Sparks**, Associate Executive Director,  
Legislative and Political Organizing

**Richard Wilkinson**, General Counsel

## At-Large Board Members

**ESP** – Doug Meadows, Union ESP  
& Wilma Bunting, ESP Moore

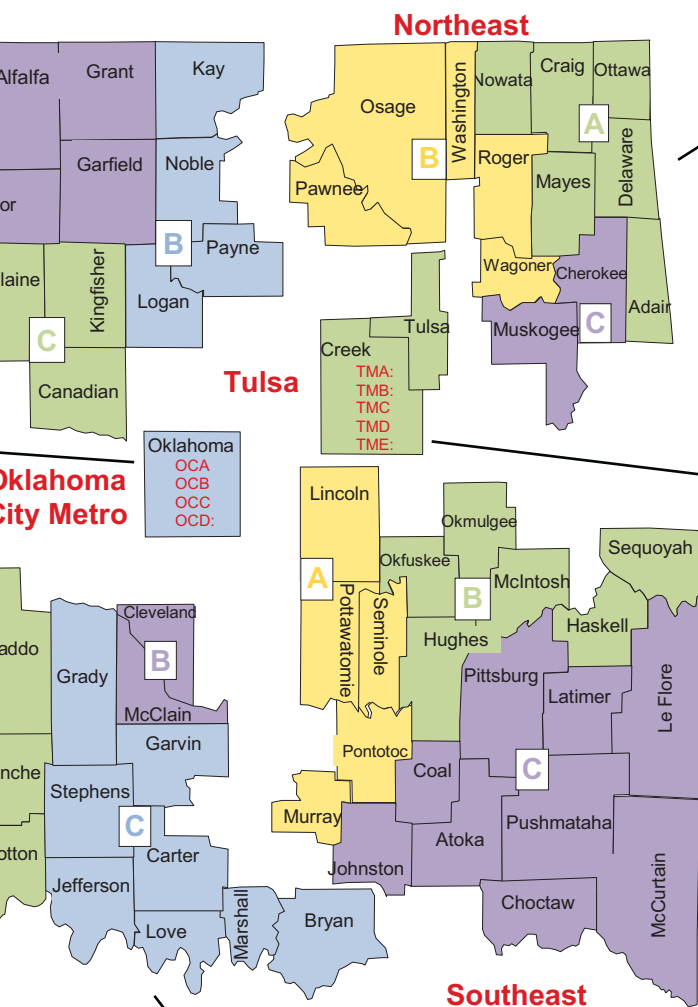
**Administrators** – Raford Ulrich, Poteau

**Retired Teachers** – Elaine Dodd, Bethany

**Student OEA** – Jordan Kelley, Southwestern  
Oklahoma State University

**Ex Officio** – Greg Johnson, Mustang EA and  
NEA Executive Committee

# e Areas



## Northeast Region

800/331-5143 or 918/665-2282

### Zone Directors

Kathleen Gatlin, Vinita CTA, NE-A  
Audra Cornett, Inola ACT, NE-B  
Elsie Morris, Tahlequah EA, NE-C

### Geographic Team Members

Paul Gayowski, Advocacy  
Kimberly Meigs, Teaching & Learning  
Jeff Savage, Organizing  
Tina Townsend, Team Assistant

## Tulsa Metro Region

800/331-5143 or 918/665-2282

### Zone Directors

Patricia Mott, Tulsa CTA, Tulsa Metro-A  
Shawna Mott-Wright, Tulsa CTA, Tulsa Metro-B  
Fred Aresco, Kellyville CTA, Tulsa Metro-C  
Linda English, Union CTA, Tulsa Metro-D  
Katy Cook, Broken Arrow EA, Tulsa Metro-E

### Geographic Team Members

Marty Bull, Organizing/Communications  
Linda Hendrix, Advocacy (TCTA)  
Susan Stowe, Advocacy  
Tina Townsend, Team Assistant

## Southeast Region

800/522-8091 or 405/528-778

### Zone Directors

Linda Ogle, McLoud ACT, SE-A  
Amy Duncan, Okemah ACT, SE-B  
Brenda Calahan, McAlester ACT, SE-C

### Geographic Team Members

Jerry Johnson, Organizing  
Cal Ware, Advocacy  
Kim Holley, Team Assistant

## Southwest Region

800/522-8091 or 405/528-7785

### Zone Directors

Connie Jensen, Newcastle ACT, SW-B  
Pam Ramey, PEA Lawton, SW-A  
Terrie Keck, Marlow ACT, SW-C

### Geographic Team Members

Sheri Childress, Advocacy  
Daniela Newville, Legislative & Political Organizing  
Bruce Treadaway, Organizing  
Mary Robison, Team Assistant

## State Program Staff

800/522-8091 or 405/528-7785

Doug Folks, Communications  
Ashley Knuckles, Social Media Organizing

*email addresses are the employee's first initial last name@okea.org (e.g. jdoe@okea.org)*

# Saving professional documents is a matter of self protection

By Richard Wilkinson  
OEA General Counsel

**A**s the school year begins, it is important to remember what school-related and employment documents you should keep in a separately maintained, permanent file. School employees often have the mind-set that since the school district has copies of these documents, it is not necessary for the school employ-

## From your counsel

ee to keep separate copies of school-related and employment documents.

However, it is not uncommon for school-related and employment documents to get misplaced or even lost, and it is also not uncommon for a school district to resist employee requests for the production of such documents, particularly when there is an employment dispute. Unfortunately, it is also common for school employees to misplace or discard the necessary documentation to verify any claim of disparate pay on a salary schedule, discrepancy in salary or benefit amounts, or some other employment dispute with a local school district.

You should retain your annual employment contract and any related employee information worksheet provided by the school district. These documents will provide an explanation of your years of experience, placement on a salary schedule, fringe benefits, dollar amounts of salary and fringe benefits that are paid in cash, and other important information about your total compensation.

You should also annually review your placement on a salary schedule as well as the corresponding compen-

sation that is reflected in your annual contract and any related employee information worksheet.

You should also keep a copy of each payroll document provided you by the school district for each pay period. You should review your payroll documents to make sure that you are in fact being compensated at the level and in the manner reflected in your annual contract and any related employee information worksheet.

Catching mistakes early and in the same fiscal year that an underpayment occurs is critical to resolving those issues without the necessity of formal litigation.

If a mistake is discovered in a subsequent fiscal year, a school district is prohibited from using current fiscal year funds to pay for an obligation created in a prior fiscal year and litigation is required to ob-

tain a judgment against the school district for any amounts that were not paid in a prior fiscal year. The same is true for payroll mistakes that result in an overpayment to the school employee – it is much easier for a school district to manage those issues as soon as they occur, but particularly during the fiscal year that the overpayment occurs.

Periodically reviewing your teacher retirement status is also a good practice. Sometimes mistakes occur and required contributions are not made or calculated correctly by a lo-



*Richard Wilkinson*

cal school district. Mistakes in years of experience and in employment status (full-time or part-time) are also relatively common when reporting information to the Oklahoma Teachers' Retirement System (OTRS). Discovering these problems on the eve of retirement can result in a diminished benefit, or at the very least, significant frustration in resolving the discrepancy between the school district(s) and OTRS.

OTRS welcomes status inquiries

from members of the retirement system and also recommends periodic review of your status with the system to ensure that any errors can be promptly and efficiently corrected. You should check your status with OTRS at least every

five years (particularly if you have worked in multiple school districts) to verify that proper contributions are being made and that you are credited with the proper years of service.

Finally, you should keep all copies of your evaluations, any plans for improvement or personal development plans, as well as your responses and any follow-up documentation to those plans. With the new evaluation system(s) that are being piloted for the 2012-13 school year, it is also recommended that you begin the pro-

*See "Keep copies" on Page 12*



# Making better teachers

Outstanding teachers are known as life-long learners, and the Oklahoma Education Association can help you continue improving through one its professional development programs.

OEA's most popular trainings recently have been those that prepare teachers for the new Common

Core State Standards and the Tulsa Teacher Leader Evaluation system. But the sessions designed to help educators close achievement gaps and develop classroom management skills are popular as well.

Most of OEA's professional development is free, and can be pre-

sented to small groups or to entire faculties.

For more information on specific trainings or to schedule a training in your district, contact one of the regional Teaching and Learning UniServ specialists. (*Find your region on the map on pages 6-7.*)

## CLOSING THE ACHIEVEMENT GAPS

C.A.R.E. Strategies*	Close achievement gaps by delving into the four areas of Culture, Abilities, Resilience, and Effort of our students.	50 min – 6 hours per session, ongoing
English Language Learners*	Learn language acquisition theory, the stages of language development, and scaffolding strategies to implement immediately.	50 min – 6 hours, ongoing
Marzano's Academic Vocabulary	Vocabulary strategies to increase academic literacy at all grade levels.	50 min – 2 hours
Marzano's Classroom Instruction That Works	Research-based strategies for increasing student achievement.	50 min – 6 hours
Raising Test Scores; Understanding Poverty	Utilizing Dr. Ruby Payne's research, explore the link between poverty and increasing student achievement.	90 min – 3 hours

## PROFESSIONAL

Common Core Standards*	The content, instructional shift, and implementation of CCSS.	50 min – 3 hours
Tulsa TLE Model*	Preparing for implementation of the new evaluation system, including common language and documentation.	50 min – 3 hours

## CLASSROOM MANAGEMENT

Bullying Prevention	Stop bullying by investigating the psychological, social, and educational impact of bullying behaviors, including cyber-bullying.	50 min – 2 hours
Classroom Management 101	Four simple techniques to pique student involvement and reduce classroom management problems.	50 min
"I Can Do It"*	How-to's for classroom management, from the first day to the last.	6 hours
Relaxation for Stress and Time Management	Multiple ways to reduce stress and increase productivity.	50 min – 2 hours

## LEARNING STYLES

Perceptual Learning Styles	Individualize learning through your students' preferred perceptual and processing styles.	50 min – 6 hours
True Colors	Learning and leadership styles and group dynamics.	50 min – 3 hours

## COMMUNITY BUILDERS

Celebrate What's Right with the World!	Dewitt Jones' inspirational film celebrating living our lives with confidence and grace.	50 min
FISH!	Play, Be There, Make Their Day, and Choose Your Attitude help to show that any work place can be successful.	50 min
For the Love of It	Invigorate your life by loving what you do.	50 min
Gung Ho!	Giving teachers power to help empower themselves.	50 min
Seeing Red Cars	Setting goals to achieve success.	50 min
Who Moved My Cheese?	An amazing way to deal with change in your work and life.	50 min

\* – OEA Professional Development is provided at no cost – paid for through OEA membership – except where indicated by an asterisk. For those sessions, the district is responsible for trainer and material expense.

# Furry business supplements teaching

By Kandis West

**T**eachers are notorious for second and third jobs, but one OEA member started her own business out of necessity.

Kim Sloggett has always wanted to be a teacher. But a bit of bad luck helped her launch a successful pet sitting business on the side.

"I had a teacher named Ms. Shucks who made me feel loved and cared for. She gave hugs and pats on the back. She made everyone feel like they were the teacher's pet. I want to share my love of learning with children just like she did," she said.

Sloggett said when she saw the impact Ms. Shucks made on the world, she knew she was called to be a teacher in the second grade.

"She cared so much. She even came to visit my family to make sure we had a fire escape route plan for our home," she said.

Sloggett pursued her dreams and became a teacher in 1990. After the economy tanked and districts began cutting non-essential teachers, the library media specialist with a master's in education technology and 10 years teaching experience, was laid off.

"I applied for 75 jobs, including Walmart, Lowe's, Olan Mills Photography and even as a background checker for the FBI. I got two interviews," she said.

She had to do something, and a simple need fueled a profitable new business. Sloggett needed to go out of town and wanted someone to give medicine to her cat twice a day. She couldn't find anyone, so she had to cancel her trip.

"I decided then that I would start a pet sitting business," she said.

Sloggett attended a Start Your Own Business seminar at the local library. Within a week, she had a business plan. She then enlisted the help of a small business mentoring group at the local career tech. After receiving ideas and support from these groups, she borrowed money from friends and family to invest in her business.

To advertise, she went to Petco and the Humane Society Fund-raiser to set up a booth and advertise her services. Her card now sits on the desk available for all new pet parents to see at the Humane Society.

Sloggett said she had to tap into her inner strength and endurance that she developed as a teacher to make her business a reality.

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She launched Whiskers 2 Tails Pet Care in 2010 and continues to serve the Stillwater community today. She offers Bed and Biscuit services where the pets stay at her house and she also makes house calls.

But, in less than one year, she secured a job as a library media specialist in the Crooked Oak School District. She decided to continue her pet sitting business while teaching full-time.

“My dream job is being a librarian. I could never leave my kids. I get the opportunity to match a book with a kid at just the right magical moment and encourage them to be life-long readers,” she said.

Sloggett’s situation is not unusual. With the economy in decline and the public education budget constantly being reduced, Oklahoma teachers continue to struggle to make ends meet. Oklahoma teachers are 48th in the nation in teacher pay.

She said one of the greatest benefits of opening her own business was inspiring others to do the same. The love she gives to students and animals continues to motivate others to pursue their dreams.

Visit Sloggett’s website at [www.whiskers2tailspetcare.com](http://www.whiskers2tailspetcare.com) to see photos and more information about the business.



Photo provided.

Kim Sloggett and her friend, Pete.



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# Keep copies of your evaluations

*Continued from Page 8*

cess of developing your individual teaching portfolio so that you can effectively question and correct an erroneous evaluation and/or protect yourself from any adverse employment action that is based on a defective evaluative process.

These documents are becoming more and more difficult to timely obtain from school districts when adverse employment action does occur and it is important that you separately

retain complete copies of all of these documents so that you can properly respond or assess any recommendation for adverse employment action.

You have a right to all of the documents mentioned above and school districts are required to provide these documents to you. Even though these documents will be kept by a school district in a personnel and/or payroll file, it is important that you also keep complete copies of these documents. You can avoid the frustration of

trying to verify any disputed salary placement, fringe benefit or retirement contribution if you have kept complete copies of these documents.

Your OEA Regional Advocacy UniServ Specialist can assist you with deciphering any of these documents and can also arrange for a “How to Read Your Paycheck” training for your local association to assist new (and veteran) employees in understanding their paychecks and in verifying accuracy.

## Education can turn around the economy

*Continued from Page 2*

was some change proposed as the new answer for what’s going to cure public education, as though there was something wrong. So I say, ‘Just hang in there. Do what you do. You’re doing a good job.’ When you’re doing good it’s obvious. It’s

going to come across. It might mean more paper work and more time, but it’s happened before and we’ll get through it again.”

**EF: Education support professionals play an important role in our schools. What advice do you have for ESPs when it comes to be-**

**ing a member of our association?**

**LH:** “I want our support professionals to know that the role they play in our schools is critical to the success of the whole. Teachers can’t do it alone. It takes an entire team to educate a child.”

*Read the complete interview in the Media Center of the OEA website, [okea.org](http://okea.org).*

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