

**THE
DES MOINES
EDUCATION
ASSOCIATION**

**T DMEA
Tempo**

VOLUME 18, NUMBER 1

SEPTEMBER 1993

DMEA ACTIVE AT NEA R.A.

**SEPTEMBER
CALENDAR**

Thursday, Sept. 2
Executive Board
DMEA Office, 4:00 p.m.

Monday, Sept. 6
Labor Day

Tuesday Sept. 7
All Associates Meeting
North Library, 4:00 p.m.

**Tuesday & Wednesday
Sept. 7 & 8**
Election for Sr. High
Rep. to the DMEA Exec. Board

Thursday, Sept. 9
Faculty Representatives
North Cafeteria, 4:00 p.m.

Monday, Sept. 13
GA/LA Committee, ISEA, 4:00 p.m.
IPD/HR Committees
DMEA, 4:00 p.m.

Tuesday, Sept. 14
School Board Election
DMACC levy vote

Thursday, Sept. 16
Executive Board
DMEA Office, 4:00 p.m.

Friday, Sept. 17
DMEA Fall Party
Stella's Blue Sky Diner
6:00 p.m.

**Friday and Saturday
Sept. 24-25**
ISEA Cadre Conclave

Thursday, Sept. 30
Dept. of Nurses
DMEA Office, 4:00 p.m.

**WAYNE BAUMAN NEA
CANDIDATE**

Douglas Elementary counselor and DMEA Vice President, Wayne Bauman, has announced his candidacy for the NEA Executive Committee. The National Education Association policy is determined by the NEA Representative Assembly during the annual meeting. Between Assembly meetings, the NEA Board of Directors makes vital decisions. The Board is composed of directors elected to represent each state. Wayne has represented Iowa in this capacity for the last six years. This Board meets several times a year.

When the Board is not in session, decisions are made by an NEA Executive Committee which includes the NEA president, vice-president, secretary-treasurer, and six members-at-large, elected by the NEA Representative Assembly. It is for one of the latter positions Wayne will be campaigning. The election will take place at the 1994 NEA Representative Assembly.

**SPECIAL EDUCATION
ISSUE PASSES**

DMEA President Kris Mesicek was successful in presenting a New Business Item for passage at the NEA Representative Assembly. Not only is Kris a special education teacher and understands the implications of inclusion, she has also been working with groups of teachers on the issue as it was considered in the Iowa legislature during the last session. A summary of the Item follows:

"Nea will actively assist state and local Associations in addressing the issues related to 'Inclusion of Special Education Students in the Regular Classroom.'

1. Compile research and background on:
 - placement options ranging from special schools to full inclusion in the regular classroom.
 - potential positive and negative impact
 - appropriate class sizes, support services, resources necessary for all students to succeed.
 - pre-service, in-service, on-going training
2. Develop recommendations/guidelines:
 - placement procedures.
 - role of classroom teacher in IEP's.
 - teachers right to appeal placement.
 - strategies for reduction of paperwork.
3. Communicate results to members."

The Item received wide support!

HEROINES OF THE FLOOD

The disaster of '93 in Des Moines has had many heroes and heroines. Some of them have been recognized publicly while others are as yet unsung. Among the latter are the some of the DMPS secretaries who work at 1800 Grand. Under adverse working conditions when other employees were not required to work, these dedicated individuals came in to make sure that the payroll checks were completed and mailed. Those of you who received your checks on time owe them a great big, **THANK YOU!** From all of us at DMEA to those of you who gave unstintingly, we appreciate and value your efforts and your dedication. You are what makes our system work.



MARY D. LANGE

From the Director...

At the request of the Faculty Representatives, I presented to them some ideas that I would consider helpful for each of you to keep in mind as you are working on Site Based Councils, implementing

the Phase III Comprehensive School Transformation Plan, or just collaborating within your building to implement new solutions to the problems which we face in the district.

Whenever we are involved in a collaborative effort there are certain assumptions which I believe that you should make:

- All participants in the process are working for the benefit of schools and students.
- It is possible to reach consensus on most issues.
- It is possible to identify a shared vision.
- It is possible to relate to each other as women and men without roles or preconceptions.

Having made those assumptions, the next consideration should be the make-up of the group which will collaborate. **Faculty members on any collaborative team should be elected by their peers.** The Final Report (March 15, 1993) of the Phase III Comprehensive School Transformation Exploratory Task Force states on page 8,

"The plan will be developed through a collaborative process that could include involvement of the whole staff or a representative body **selected by the entire staff.** The principal provides leadership to the process and is actively involved.

"The staff or representative body should, at all times, attempt to reach consensus. ...

"If the whole staff is not involved, the representative body will refer the plan to the staff for final determination."

[Emphasis added.]

Every attempt at restructuring through SBM/SDM must also function within certain parameters. These include all of the following:

- Federal laws [especially relevant are those pertaining to special education students].
- State laws and Rules of the Department of Education.
- DMPS Board policies.
- The Comprehensive Agreement (master contract) of the Association and the District.

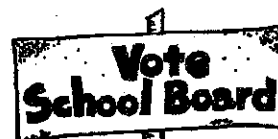
Although these parameters are limiting, there is a possibility in certain situations to secure a waiver. Each entity has a specific process for applying for a waiver, so each situation should be considered in light of its own unique requests. If your building has questions about the parameters or permission (waivers), contact me immediately and I will work with whichever agency is necessary to identify the possibility of a waiver.

By making the above assumptions, working within the parameters and permission of the process, buildings have a positive opportunity to impact the educational process. Let's all work to maximize this opportunity!

OPPORTUNITY FOR INVOLVEMENT!

SENIOR HIGH REPRESENTATIVE TO BE ELECTED

Due to the resignation of Don Perschau as Senior High Representative to the DMEA Executive Board, there will be a special election on Tuesday and Wednesday, September 7 and 8. Faculty Representatives in the high schools will be conducting the election with ballots due at the FR meeting on Sept. 9. Only members in high schools are eligible to vote. Members interested in being elected who would like to know more about the board meetings are encouraged to attend the DMEA Executive Board meeting on September 9.





KRIS MESICEK

From the President...

The old saying "Come Hell or High Water" is an apt description of this summer in Iowa. It seems as if we've had a lot of both. The Flood of '93

swept away the month of July and created havoc in the lives of many of our members and students. Many of the stories of heroism include our own DMEA members as they reached out to help their neighbors and even the school district cope with the aftermath of destruction. The floodwaters may have receded, but the effects linger on. The start of a new school year will have an added stress factor. An extra dose of patience will be called for as we join together to help our students and colleagues fully recover from the flood.

The flood has forced the remodeling of many homes in the Des Moines area. Meanwhile, in our schools, we continue to struggle with the task of updating our educational system in a manner that surpasses remodeling and moves into the realm of restructuring. It is no longer a question of "Will schools change?" but one of "How will schools change?". It is also a question of "Who will create this change?" In their book The Self-Renewing School, Joyce, Wold and Calhoun note:

"In most schools and districts, dozens of half-implemented innovations and 'pilot' programs operate at any one time, but thorough ongoing or pervasive changes are rare. Teachers have been virtually shell-shocked by barrages of 'semi-changes' that sap energy while making few substantial differences."

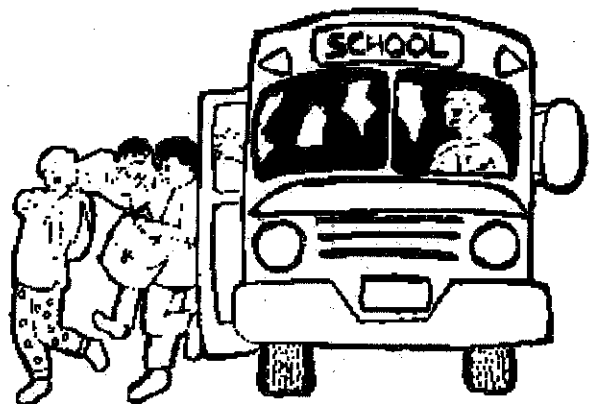
In many of these cases, it is because those directly involved in the day-to-day education of students are not actively involved in making the decisions making a major impact upon the classrooms and schools. This is one of the reasons Association membership is so important. By working together, we can empower teachers, support staff, associates, and secretaries to play a key role in making decisions in a collaborative manner.

We will be faced with many important issues this coming school year that will affect our lives in the classroom: changes in curriculum and instruction, technology, discipline, the inclusion of special education students, and on and on. We will also face many issues that will affect our professional lives as we work to improve funding for education, health care, and our working conditions. Again, using the words of Joyce, Wolf, and Calhoun, "The quality of schooling and the worklives of educators are inextricably entwined."

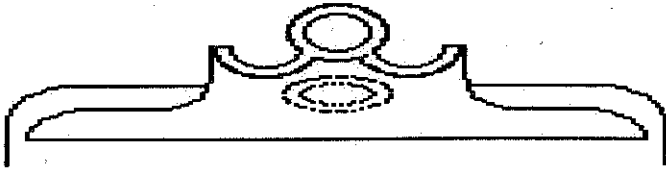
The strength of the Association lies in all of us working together. I ask not only for your membership, but also for your commitment to take an active role in improving our schools to make them the best place possible for students and educators.

Working together, we do make a difference!

BACK TO SCHOOL...



NEW BEGININGS!



SCHOOL BOARD ELECTIONS!

The Des Moines Education Association and the Iowa State Education Association encourage all our members to vote in the school board elections on **September 14**. Deciding who will lead your local school board is an important decision for you to help make. **The DMEA GA/LA Committee and the DMEA Executive Board will make recommendations of support for those candidates on August 24. These will be announced at the FR Workshop that same day.**

Check with your FR's for the names and watch your mail for special fliers from the GA/LA Committee. We must work hard to maintain a school board which bases decisions on careful, thoughtful examination of policy and actions which are made in the best interests of students, school employees and the public good.

But electing school board members is not the only critical decision that will be on the ballot. **Voters in the eleven county area making up the Des Moines Community College will also decide whether to continue the 20 1/4 cent mill levy used for capital expenditures. A "Yes" vote will *not* increase anyone's taxes, but merely continue the present tax rate for DMACC for an additional ten years.**

Money received from the continuation of the levy will be used primarily for replacement and technical update of equipment, renovation and repair of existing building and sites, and equipment for buildings at the Ankeny, Boone, Carroll, Urban and Newton campuses. The levy vote will be held September 14 at the same locations established for the local K-12 board elections.

The DMEA TEMPO is published monthly during the school year by the Des Moines Education Association, an affiliate of the Iowa State Education Association and the National Education Association.



AD HOC COMMITTEE MEETS WITH DISTRICT

On August 17, the co-chairs of the DMEA Ad Hoc Committee, Karen Rubin and Merlin Papenheim, with DMEA President Kris Mesicek and Mary Lange, met with the superintendent and other administrators. Karen and Merlin reported on the recent survey of DMEA middle school and elementary members.

Karen reported, "It was a very cordial and receptive meeting during which the group discussed the formation of a district committee." This committee would address the need for continuing efforts to maintain a safe and productive educational atmosphere within our schools. A target date for our first district level meeting to explore additional options for delivery to buildings was set for September.

There was agreement that limited funding is a real barrier to any new programs, but re-allocation of resources through shared decision making can provide positive changes. Dr. Armstrong promised that the Teaching and Learning Cabinet would discuss the issues presented by the survey results prior to the meeting in September.

DMEA members involved in this meeting were encouraged by the administration's reaction to our proposal. "We felt that our report was given serious consideration and that the administration is willing to work constructively with DMEA," concluded Merlin.

	Notice	
HIGH SCHOOL REPRESENTATIVE ELECTION!		
HIGH SCHOOL FACULTY... Don't forget to vote on September 7 & 8!		