



THE LAE VOICE

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Great Public Schools for Every Louisiana Child

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EDUCATORS ACROSS LOUISIANA ARE “GEAUX-ING” RED FOR ED!



When we think about the promise of education, we think about Louisiana’s children – our future leaders. We see our classrooms equipped with modern tools that help students prepare to make an impact on the world. We see students getting the educational experiences they need to thrive and educators having the support they need to help them do so. We see progress. We see promise. We see hope.



LAE members in Lafayette Parish send a message to school board members by wearing red to a board meeting.



St. Landry Association of Educators members look sharp in their red outfits.

But today, we see school budgets being cut, overcrowded classrooms, outdated learning materials, and, underpaid school staff. We see educators working around the clock to make a difference in the lives of their students with little or no acknowledgment for their hard work and achievement. We also see these brave individuals beginning to stand up to lawmakers as they raise their voices together for their schools and their communities. We see bold advocates for change. We see a movement. We see **Red for Ed**.

Educators across Louisiana are “geaux-ing” **Red for Ed**. They’re getting vocal at school board meetings. They’re standing up for their colleagues. They’re speaking out on the importance of investing in our schools. They’re fighting for what’s best for their profession. They are wearing **red for ed** to show their support for change. And you should, too.

It’s time to send a clear message to lawmakers that we demand their attention. Now is the time for them to focus on fully and adequately funding our schools so that our students have access to the educational tools they need to thrive and our educators can receive the long-overdue pay increases they deserve. If you agree, join the movement. Go to lae.org/redford to sign the petition and join the Geaux **RED for ED**: Louisiana facebook group (lae.org/geauxredonfacebook). By doing so, you’ll receive notifications on important news and updates regarding organized actions around school funding and school employee pay.

Together, we are stronger. Add your voice to the many speaking as one. Join the **Red for ED** movement, TODAY!



Food service workers in Lasalle Parish show their support for the **Red for Ed** movement.



FROM THE PRESIDENT'S DESK

Debbie Meaux, President

In my travels across the state – and even when I travel for NEA work – I have an opportunity to speak with educators from many different areas of the profession. One thing they all have in common: frustration. A major concern that keeps coming up is the issue of funding for student resources and salaries – not just for teachers, but for all who make tremendous contributions that benefit our schools and students.

Let's face it...when it comes to decisions concerning public education, politics matter. All we do in our classrooms for our students is controlled by those elected to our local school boards, our state legislature, and yes, Congress. Educators are beginning to feel the impacts that these elected officials' decisions have on their everyday lives, and because of this, they are starting to take action. School employees across the nation have shown us the power they have when they stand together for what they believe in, and here in Louisiana, educators have started to do the same. School employees are beginning to get organized in their efforts to stand firm for the issues that matter to them and their students.

I think we can all agree...we have a problem when individuals far-removed from our classrooms make decisions for our schools. Our students' needs take priority and educators truly know what these needs are. Educators' voices matter, and it's time to let those individuals with ties to big business know this. Defunding public education in favor of unaccountable educational choice options is not the answer. So, what is? Returning the focus to lost investments in the institutions where most of Louisiana students learn—our public school classrooms.

When those in power silence the voices of our educators, our students are the ones who ultimately pay the price. The time for change is now! LAE is on board. Are you with us?

Our *Geaux Red For Ed* campaign is gaining traction across the state. In the last six months, I've seen members speaking up on significant education issues, such as bringing home our ad valorem taxes through the denial of ITEP exemptions for big corporate industry. I've seen a concerted effort to restore dignified pay levels to educators whose salaries have remained stagnant due to years of salary freezes. These and other examples of activism in our state are inspiring to me because these acts are true testaments to the power of coming together to enact positive change.

One simple way to begin turning the tide is electing pro-education candidates to office. We have an opportunity to do this in a few short weeks on November 6. LAE members in districts across the state have held interviews with those running for school board seats and have made recommendations on which individuals' views best align with the priorities of our public schools. Members of LAE's political action committee, The LAE Fund for Children and Public Education, approved these recommendations and have compiled a list of pro-public school candidates to help members make informed decisions when they head to the polls in November. You can check out this list here: laefund.org/apple-ballot.

No child should have to learn without the needed tools and educational resources required to learn and thrive in today's society. No school should have to skimp on needed health, mental, and other essential services for its students. And

no school employee should be forced to work two or three jobs to make ends meet. If we want increases in school funding, better collaboration on policies that impact our classrooms, and yes, increases in pay for our dedicated school professionals, we need to elect policymakers who understand and support these types of investments. Don't underestimate just how important your vote is on November 6.

Regardless of the outcomes of these elections, LAE members will continue to fight for change, and **we are serious about lawmakers hearing our voices!** On March 25, 2019, we will rally at the State Capitol to demand that lawmakers prioritize school funding when they come together for the annual session in April. Mark your calendars and get your red outfits ready because we're flooding the streets to let our elected officials know we mean business. We will be in touch with more information on this, so keep an eye on your email for details.

As we gear up for yet another holiday season, I hope you will come together with your LAE colleagues as we continue to raise our voice in support of Louisiana's public schools. Please continue to wear red every Wednesday and Friday this fall, and post your photos to the *Geaux Red for Ed*: Louisiana facebook group. It's a small act that sends a powerful message: we're all in this together, and we're not going anywhere.

As always, thank you for all you do for the association, for your colleagues, and for your students. Your tireless dedication does not go unnoticed.

Continue to be a beacon for change in your schools and for your colleagues as we unify in our efforts to *geaux Red for Ed*!

In Solidarity,
Debbie Meaux

WITH LOCAL SCHOOL BOARD SEATS UP FOR GRABS, THE NOVEMBER 6 ELECTIONS ARE SOME OF THE MOST IMPORTANT IN YEARS

What makes November 6, 2018, so important? A lot! Voters across Louisiana have a tremendous opportunity to decide who will serve on their local school boards. The men and women elected to these boards are the top decision-makers on major policies impacting educators' working and students' learning conditions. Board members are responsible for:

- **SETTING DISTRICT POLICIES:** School boards establish the rules and regulations by which local schools are governed. They are responsible for developing and adopting policies surrounding classroom curriculum, planning time, employee leave, and many other important aspects of running a school district.
- **SCHOOL BUDGETING DECISIONS:** The funding for student transportation, school facilities, food and health services, classroom instruction, extracurricular activities, employee professional development, school staffing needs, and other school resources is determined by the individuals elected to the school board.
- **ESTABLISHMENT OF EDUCATOR SALARY AND BENEFITS:** An especially crucial aspect of school board members' budgetary responsibilities is employee benefits. In conjunction with state dollars, board members are responsible for designating local dollars for the pay and benefits of all local school district employees.

When Louisiana voters head to the polls on Tuesday, November 6, it's imperative they elect individuals to our local school boards who genuinely: 1.) respect school employees for their work and commitment to the children of our districts, and 2.) understand the financial demands of our 21st-century classrooms.

So, are these elections really that important? Yes! We must all band together in our efforts to protect the interests of our students and our profession. For the past few weeks, LAE members from across the state have worked to meet with those candidates running for office to determine who is most qualified. Head over to laefund.org/apple-ballot to check out the list of individuals recommended by your public school colleagues in your district. **If your district isn't listed, your local chose not to endorse.*

Please be sure to get your voter registration responsibilities taken care of early to ensure you can cast your vote in these critical elections, and remember to mark your calendar for these important dates:

- Early Voting: October 23-30
- Election Day: Tuesday, November 6



LAE members in Morehouse Parish hold a school board candidate forum to vet those running for the office.



Lake Charles-area members interview candidates running for school board in Calcasieu Parish.

LAE Fund for Children and Public Education's APPLE BALLOT



THINK ELECTIONS AREN'T IMPORTANT? THINK. AGAIN.

THE WOMEN AND MEN ELECTED TO SERVE ON LOUISIANA'S LOCAL SCHOOL BOARDS ARE RESPONSIBLE FOR MAKING DECISIONS ON...

DISTRICT POLICIES

SCHOOL FUNDING

SCHOOL EMPLOYEES' SALARIES & BENEFITS

ON NOVEMBER 6TH, 2018, YOU WILL HAVE THE OPPORTUNITY TO DECIDE WHO WILL REPRESENT US WHEN IT COMES TO THESE AND OTHER CRUCIAL DECISIONS THAT IMPACT LOCAL SCHOOLS AND OUR STUDENTS. DON'T TAKE THIS RESPONSIBILITY LIGHTLY. MAKE SURE YOU'RE REGISTERED TO VOTE TODAY AT GEAUXVOTE.COM.



LAE BRINGS NEW EDUCATION PROFESSIONALS TOGETHER FOR FIRST ANNUAL EARLY CAREER CONFERENCE

Supporting Louisiana educators during the early years in the profession is a top priority for the LAE. This fall, public school professionals (who've been working in the profession for fewer than five years) joined their colleagues from across the state to explore the landscape of the teaching profession for millennial educators.

"New educators are the lifeline of the association and this conference gave LAE members a chance to show those early on in their careers the value of being involved in a professional organization," said Yvie Johnson, LAE Early Career Organizational Specialist. "We were thrilled to see the level of excitement in the room from the future leaders of our association."

Those who attended had the opportunity to learn about early career success strategies, educator rights, student behavior, and so much more. Perhaps one of the most important takeaways from the conference was attendees having the opportunity to network with their peers, paving the way for collaboration with one another on future initiatives. To keep up with the work of LAE's early-career educators, check out lae.org/ecole.



Conference attendees take a quick moment away from their hard work to get silly in the Early Career Cohort of Louisiana Educators' photo booth!

HELP FOR NEA SISTERS AND BROTHERS IMPACTED BY RECENT HURRICANES



In the spirit of solidarity (and compassion), please consider contributing to the NEA Member Benefits' Disaster Relief Fund for those impacted by the recent hurricanes. Louisiana citizens are no strangers to natural disasters, and others have always been generous to us during our times of need. Let us now share our support with our sisters and brothers in the Carolinas and most recently, along the Gulf Coast.

Individuals may contribute to the NEA's Hurricane Relief Funds via special GoFundMe pages - www.gofundme.com/nea-hurricane-florence-relief-fund and www.gofundme.com/nea-hurricane-michael-relief-fund. Donations will go a long way to replace belongings, and the many expenses educators and their families will undoubtedly incur in the days, weeks, and months to come. Be assured that 100 percent of funds donated will go to affected NEA members and their families through their state affiliates.

Please consider giving, today!

LAE/NEA MEMBER BENEFIT TIDBIT

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HAVE YOU TAKEN ADVANTAGE OF THE AMAZING PROFESSIONAL DEVELOPMENT BEING OFFERED BY THE TEACHING AND LEARNING CENTER?



The LAE-sponsored Teaching and Learning Center is continuing to fulfill its mission by serving members with groundbreaking trainings and leadership opportunities to help them strengthen their work with their students. Be sure to “like” The Teaching and Learning page on facebook to stay in the loop for details on upcoming trainings. You can also head over to lae.org/teachingandlearning for information on course offerings and schedules. Check out what’s coming soon:

• **MICRO-CREDENTIALS: THE PATHWAY TO PROFESSIONAL LEARNING FREEDOM:** A micro-credential is a short, competency-based recognition that allows an educator to demonstrate mastery in a particular area while earning college credit. Micro-credentialing allows you to create your own learning journey based on your interests, career goals, skills, as well as the specific needs of your students, school, and district. You can study when it’s convenient for you, alone or with your peers, and unlike “sit-and-get” certifications, micro-credentials are awarded based on demonstrated mastery of the subject matter, not just for showing up.

• **UNDERSTANDING COMPASS (LOUISIANA’S PERFORMANCE EVALUATION RUBRIC):** Guides teachers through each part of the Louisiana Performance Evaluation Rubric (comparison, analysis, and reflection activities) to discover teaching strategies that can improve student learning and boost teacher evaluation scores.

• **TRAUMA-INFORMED INSTRUCTION:** Teaches participant about how Adverse Childhood Experiences (ACEs) can cause trauma and impact student learning. They will also learn strategies they can use to help students to thrive.

• **DE-ESCALATION STRATEGIES AND STUDENT RIGHTS:** Practical tips to prevent and de-escalate incidents with students.

• **ASSERTIVENESS TRAINING:** Using surveys, analysis, engaging activities, and discussion to help teachers find their own leadership style and how to improve working relationships with colleagues (grade-level team, administration, parents, etc.)

• **SECONDARY TRAUMA:** Ways to care for students impacted by

trauma, how this can impact teacher well being, and how de-stress strategies can improve personal health.

• **MENTOR TEACHER TRAINING:** This blended learning format includes a combination of face-to-face and virtual meetings to learn best practices on becoming a mentor teacher.

• **CULTURAL COMPETENCY:** Learn how to overcome cultural achievement gaps to make a difference with all students.



LAE member and TLC facilitator Alishia Vallien presenting at a SmartStart Conference in East Baton Rouge Parish.



Teaching and Learning Center Coordinator Dr. Suzanne Harris attending a conference with professional development coordinators from across the nation to learn about new trainings to bring back to Louisiana. This session was about professional standards for educators.



LAE national board-certified teachers at the 2018 National Board Academy Training planning next steps for offerings for NBCT-hopefuls in Louisiana.

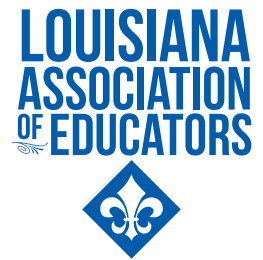
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UPCOMING EVENTS

November 12:
Veterans Day
*LAE Headquarters
CLOSED

November 19-20:
Presidents' training

November 6:
Election Day

October 20:
LAE Executive
Committee

November 21 - 23:
Thanksgiving Holiday*

*LAE Headquarters CLOSED

LAE BOARD OF DIRECTORS SEPTEMBER 7 MEETING ABSENCES

Member	Reason
D'Shay Oaks	Family Obligation
Alishia Vallien	Family Illness
Donna Wilridge	Illness
DeLisa Washington	Work
Janice Perea	Family
Carol McLaughlin	Illness
Natasha Joseph	Family Illness