



Are You in the KNOW?

LEARNING-FOCUSED

I would like to thank everyone who took the time to complete the **Learning-Focused Survey**. CEA felt it was important to survey our membership after hearing from many members who are concerned about what the expectation may be next year or the year after in regards to written lesson plans using this framework. Over 550 members responded to the Survey. Many felt that there were appropriate strategies to use in their content, but overwhelmingly 94% responded that there is not enough time during the workday to apply the planning required when using the Learning-Focused Framework.

CEA believes that lessons should be rigorous and aligned to the standards. CEA also recognizes the importance of closing the achievement gap. However, most importantly CEA has an obligation to its members to ensure that the contract is being enforced.

There are many members who are unsure about what their administration may and many not require in regards to lesson planning. Below you will find the contract language in regards to written lesson plans and how this language protects you.

Article 6 Teaching Hours and Working Conditions

6.16 The parties recognize the importance of lesson planning adjusted to the varying needs of students; therefore, there shall be no system-wide prescribed format for lesson plans. Written lesson plans, including those in digital format will reflect evidence of planning and be aligned with CCPS curricula.

The current language of our contract is very clear. We must have written lesson plans, aligned to our standards; but we do not have a specified, spelled-out, required format that we must use.

If anyone is being told that they must use the Learning Focused language (Classroom Environment, Lesson Essential Questions, Assignments, Graphic Organizers, Learning Activity, Assessment Prompts) in their lesson plan, that is a violation of your contract. By telling you what components you must include in your lesson plan, but saying you may use any format/framework that you like, does not make it acceptable. This is still prescribing the layout of your plans and that is NOT acceptable.

If anyone is being told that you must choose one subject/content/course and plan with your team, using the framework components throughout the year, then you must be given additional planning time throughout the day/week/month to do this. Because again in **Article 6.6** of our contract the language says, *all teachers shall have a daily 45 minute or one period, uninterrupted for preparation and planning.* This is your time to complete any of the multitude of tasks that you have.

While we are not advising teachers to be insubordinate by refusing to do additional planning with the additional time they are provided, we still consider this to be a “no fault” year for Learning Focused. There should be no mention of the use or non-use of the Learning Focused Framework or any of its components in your evaluation.

In sum, CCPS may give you additional resources to plan more effectively to align with their program while providing additional time to do so. But CCPS may not mandate that those tools be used to align lesson plans to a specific format or layout with designated components.

If anyone is being required to submit a Learning-Focused lesson plan monthly to their administrator, so that he/she may offer feedback on their written lesson plan, this too is not okay. Our lesson plans are not required to be submitted for any type of “friendly” critiquing.

If you have any questions about this, please let me know.

FYI

- *It is not mandated that LEQs are displayed in your classroom for all content areas.*
- *Of course, you may post an LEQ with student work. **But** student work may be displayed in the classroom without an LEQ also.*
- *Be on the look-out - **Negotiations Survey coming this week!** Your input is vital.*