



Your Union, Your Voice Your Newsletter

Hesperia Teachers Association

November 2014

Your E-Board:

Thomas Kerman

President
hta.pres@gmail.com

Gordon Williamson

Vice-President
hta.vpres@gmail.com

Paula Kondratko

Secretary
hta.secr@gmail.com

Jim Garrett

Treasurer
hta.tres@gmail.com

Mike Egan

Director at Large
hta.directatlarge@gmail.com

James Resvaloso

Secondary Director
hta.2direct@gmail.com

Rebekah Swanson

Elementary Director
hta.edirect@gmail.com

Your Rep. Council

Canyon Ridge

Dennis Canady

Carmel

Barbara Beechum

Cedar

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Cypress

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DO

Tina Viayra
Robert Hargis

Eucalyptus

Kris Holmes

"Most of us end up with no more than 5 or 6 people who remember us. Teachers have thousands of people who remember them for the rest of their lives"—Andy Rooney

President's Message

We did it! This election year we were successful on a couple of fronts. First was the election of our three school board candidates Niccole Childs, Eric Swanson and we welcome to Marcy Kittinger. Their election brings a renewed sense of cooperation among staff, students and the community. We can look forward to a common sense approach in addressing the issues of our district.

Next was the election of Tom Torlakson to the State Superintendent of Public Instruction. His re-election to this post will steer the state in a direction that put the needs of students first, well above those who have an investment in testing. This common sense approach will help us make great strides in our instructional practices and classrooms.

Unfortunately we did have a set back with the bond, Measure M, not passing. The good news is that it is not unusual for a bond to not pass on the first try and we were able to begin the process of educating our community about the issues with the facilities of our district. Additionally the district's budget is in good shape to respond to the outcome and the state budget outlook may improve revenues for us.

Let's show our support for our newly elected board members by wearing your HTA or school shirt and coming to the meeting on December 8th at 6pm when they are sworn in!

Hesperia High School

Ellen Stephen
 Devon Bostock
 Jeremy Topete
 Stephanie Seitz

Hesperia Junior High

Cheryl Franks
 Debbie Herndon

Hollyvale

Kathy Brawthen

Joshua Circle

Cheryl Cope

Juniper

Cynthia Greenlee

Kingston

Todd O'Neal

Krystal

Jamie Barnhardt

Lime

Penny Hale
 Christine Robinson

Maple

Virginia Marquez

Mesa Grande

Kelly Denny

Mesquite Trails

Louise Oliekan

Mission Crest

Susana Castillo
 Teri Jo Muzquiz

Mojave

Evelyn Puentes

Oak Hills

Steve Trudeau
 Sean Shea
 Jim Kutch
 Keith Locklear
 Russell Ary

Ranchero

Irma Campos
 Katie Long

Shadow Ridge

Kelly Ford

Sultana

Darin Grebel
 Shane Haldeman
 Brett Simmons
 Mike Forbes

Topaz

Marcia Rhodes
 Alysia Van

For the first time since we endured the budget cuts, pay cuts, and massive RIF's, we are finally seeing a high number of new teachers. The following article comes from NEA and is geared to new teachers, but has some good advice for all of us.

It's All About RESPECT

How to be taken seriously by your students and administrators

By Edward Graham

As a new teacher, it can seem daunting to corral a classroom of children while simultaneously trying to prove your mettle to the school's administrators. Your education may have prepared you for the rigors of teaching, but it may not have given you adequate approaches to earn the respect that you deserve as an educator.

But take a deep breath. There's a learning curve for new teachers, so don't expect to be an expert the moment you set up your classroom. Know that there are steps you can take to win over your students and administrators. Always remember to be professional. Stay open to advice and constructive criticism. And know that you aren't alone. Your fellow teachers have been down the same road, and they can share some tried and true techniques for being taken seriously as an educator. And as you embark on your teaching career, listen to teacher Stephanie Skemp, who says, "Remember that you are no longer a student!"

Be involved, but don't go crazy

Attending school-sponsored events is one of the best ways to show dedication. Make sure you're visible. Show that you're invested and that you care about the larger community.

Oregon educator Susan Elizabeth-Marsh Tanabe agrees that visibility is important. "Take tickets at games. Sell concessions with your students. Attend plays, concerts, fundraisers. Bring your date, spouse, children. Support students outside the classroom as well as inside, even those you do not teach. And smile when doing all this!"

But make sure not to fall into the perennial cheerleader role in your first year. Students and teachers can tell when you're not being genuine. Know when to draw the line, and don't attend events just because you want to be noticed. Having a life outside of school is important, too. "Don't sign up for 80 committees or after-school events," says middle school teacher Nicole Garrio. "Visit other classrooms and keep learning."

Act (and dress) like a professional

Teaching can and should be fun, but you should hold yourself to a professional standard in the classroom. If you keep a professional but understanding demeanor, students and administrators will quickly see that you mean business. And don't be afraid to seek advice from colleagues and administrators. It will help you become a better teacher and will show them that you're committed to improving yourself going forward. "Act like a professional and you'll be treated like one," says fifth-grade teacher Rachel Fielhauer. "Don't come in thinking you know it all. Learn from other teachers and don't be afraid to ask for help."

It may seem like a no-brainer, but dressing professionally shows you want to be the teacher and not the student, and is key to setting a respectful tone for your classroom. It's hard to be taken seriously if you are frequently unkempt or dressed to go clubbing. A small detail? Perhaps. But unprofessional attire can poison a first impression and force you to work that much harder to be taken seriously.

"Dress the part," says Gina Frey, a veteran elementary school teacher. "If you are young and teaching middle or high school, dress professionally and older than you are. No parent or administrator should walk into the classroom and not be able to separate the teacher from the students."

Be genuine and thoughtful

Always be genuine in your actions and words. It's difficult to be disrespected when you create an atmosphere that's conducive to mutual respect. When a student misbehaves, respond in a thoughtful manner that reestablishes your authority in the classroom while also showing that you care. Don't let the student walk all over you, but also don't impulsively let your emotions flow. Extreme or weak responses to behavioral issues can undermine your ability to teach effectively.

"Have a good sense of humor and think before you respond to a student's misbehavior," says high school teacher Laurie Knox. "If students know you like and understand them, they will be much more willing to work with you instead of against you. In 35 years of teaching I had only one student who remained difficult the entire year."

And when you make a mistake in the classroom, don't be ashamed or embarrassed to admit it. You're human, and admitting you're wrong shows students that you can be open with them.

"A few times I reprimanded students for doing something and then later realized that I was wrong," says Toni McGee, an eighth-grade language arts teacher. "I admitted my mistake to them, individually, and apologized. They saw that I could make mistakes too, and they were more respectful."

How to win over administrators

Shane McAndrew taught at-risk high school students in Vermont, served as the co-president of his local Association, and worked as a conflict interventionist with the union. His training as a mediator and organizer often helped him assist colleagues through difficult situations in their own schools. It's important for new teachers looking to establish themselves to build a meaningful and successful working relationship with their administrators, McAndrew says.

"With any of the different stakeholder groups—parents, teachers, or administrators—the foundation is the same: building a relationship is key," he says. "It will help you build a space where you can be collaborative, and where you can feel comfortable admitting mistakes and then problem-solving solutions."

McAndrew shared his top three tips for creating meaningful relationships with your administrators:

1) Always be up-front and honest

McAndrew says that there's often a disconnect between new teachers and their administrators when discussing classroom issues.

"One of the mistakes that really any teacher can make, but especially new teachers, is trying to figure out what incidences in the classroom are your fault, and what incidences happen naturally as a teacher," he says. "I'd really suggest that teachers engage. You'll be more successful in building professional relationships if you're honest and up-front."

So how does a teacher engage administrators about classroom issues? McAndrew says it is key to maintain an open line of communication with the principal. While the principal is usually there to support new teachers, it's a teacher's responsibility to contact the principal if they have a problem—not vice versa.

"Let that be your mantra: 'I want to improve my practice,' " McAndrew says.

During your first year of teaching, there will most likely be some system to evaluate your abilities in the classroom. Instead of taking a firm stance against the process, show a willingness to participate.

Work with administrators to smooth over the common bumps along the way. You're still learning as a teacher—don't take a stand against improving yourself. Be open to evaluations and view them as opportunities to hone your skills further. Plus, administrators will feel more comfortable working with you if you accept that you don't know everything and are willing to open up to them about your limitations.

"New teachers should focus on their evaluation systems. I don't know of any school or system that doesn't have something for first-year teachers," McAndrew says. "Embrace the opportunity to be evaluated and invite your administrator into the classroom so you can improve. Document, follow their lead, and work with them on the results. I think most teachers would be in pretty good shape."

McAndrew advises teachers to take an administrator-first approach on any issue that extends beyond the classroom.

"Chances are if you're having issues with a student, then other teachers are experiencing the same issues as well," he says. "Rather than hiding from the situation or being overly emotional, it's better to articulate what happened, communicate with your administrator as soon as you possibly can about their behavior, and let them know about your approach and any interventions that you tried."

2) Accept advice and be smart

Administrators often dole out advice to new teachers. Don't respond defensively. Instead, work with them to flesh out what they're saying—and then try to put it to good use.

"Know the difference between an observation and an attack," McAndrew says. "Don't just assume a principal is criticizing you if they're offering advice or making a comment about your classroom. Take a step back and don't react. Respond, but try and articulate what the administrator is saying."

And, perhaps most importantly, try to keep documentation of all school-related communication and forge a close working relationship with your peers and building representative, according to McAndrew. Not only will it help you to be better organized and create a schoolwide network of supportive advocates, but it can also help you if any unfortunate incidents occur during the year.

"Insisting on documentation not only makes for a better administration, but it makes for better teaching," he says.

3) Focus on improvement

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10 Everyday Discounts You're Missing Out On

There's a good reason [NEA Click & Save](http://www.neamb.com/shopping-discounts/nea-click-and-save-retail-discounts.htm) (<http://www.neamb.com/shopping-discounts/nea-click-and-save-retail-discounts.htm>) is so popular: The online shopping program saves NEA members tons of money! Many members especially enjoy using the dining deals offered by Restaurant.com. You can find fantastic discounts at great local restaurants, whether you're planning a meal out with your family or treating fellow teachers to a special lunch.

But did you know that you can buy a wide variety of products through the hundreds of retailers that participate in NEA Click & Save? You can find discounts as well as earn reward points, which you can apply toward future purchases.

Resolve to shop smarter by putting NEA Click & Save at the top of your shopping list. You'll be surprised by what you can buy and how much you'll save.

To get you started, we've compiled a list of 10 top Click & Save discounts you didn't know you could get:

WORKOUT GEAR

If you're on a mission to get fit and lose weight, make that goal fun and inexpensive by purchasing workout gear through [NEA Click & Save](#). Inspire yourself with cute clothes, comfy sneakers, exercise DVDs, resistance bands, heart-rate monitors, yoga mats and more. After you lose weight, come back and get deals on more workout clothes in a smaller size!

NEA Click & Save retailers that sell fitness gear include Adidas, Athleta, Footlocker.com, NewBalance.com, Performance Bicycle, The Sports Authority, Under Armour and Zumba Fitness.

SHOES

You're on your feet most of the day, so you need comfortable shoes that'll keep you on your toes. Through NEA Click & Save retailers, you can buy sneakers as well as fashionable shoes made by comfort specialists such as Naturalizer, Sofft and Clarks. For special occasions, slide into a new pair of elegant heels or leather loafers.

Footwear retailers on the [NEA Click & Save](#) site include DSW.com, Famous Footwear, Piperlime, Rockport Shoes, ShoeBuy.com, ShoeMall.com, Shoes.com, Skechers and Steve Madden.

COSMETICS AND TOILETRIES

Looking good doesn't have to cost a bundle. From makeup and perfume to shampoo and deodorant, you really can clean up nicely via NEA Click & Save.

For the basics you need for yourself and your family, you can order from general retailers such as Drugstore.com, Sephora, Ulta Beauty and Walgreens.com.

If you're a fan of specialty grooming products, [NEA Click & Save](#) offers deals from boutique retailers such as Bath & Body Works, Bobbi Brown Cosmetics, Clinique, Kiehl's, Lancome, Laura Mercier, Nars Cosmetics and Origins.

HOME FURNISHINGS

Decorating a home takes time and money in addition to a keen sense of style. [NEA Click & Save](#) has partnered with many retailers that offer everything you could need to make your house a home, from lighting and rugs to mattresses and dining sets.

Home-furnishing retailers on the NEA Click & Save site include AllPosters.com, Anthropologie, Art.com, Bed Bath & Beyond, CB2, Cost Plus World Market, Crate & Barrel, Macys.com, Mattress.com, Plow & Hearth and West Elm.

SPECIALTY FOODS

Did you know you can get a steak dinner online? Well, you have to cook it yourself, but you can buy steaks directly from Omaha Steaks or La Cense Beef while saving with NEA Click & Save. Seafood fans can fish for discounts from Legal Sea Foods and Lobster Gram. These elegant meals would make a lovely Valentine's Day dinner at home, saving you money and sparing you from the crowds.

For a variety of specialty foods, including soup mixes, trail mixes, jams, sauces and so much more, find out what's on the menu at Harry and David, Igourmet.com and Wine Country Gift Baskets. Coffee lovers can buy beans from Coffees of Hawaii and Illy, while tea drinkers can steep in savings from Adagio Teas and Peet's Coffee and Tea. Wine aficionados can select their favorites and try new ones from Wine.com, Wine Tasting and the WSJ Wine Club (delivery exclusions may apply).

PET SUPPLIES

You may already have pet insurance through NEA Member Benefits to help you out when Rover gets sick. But for everyday expenses such as food, accessories and medicine, you can save money when you buy through NEA Click & Save. Retailers include Petco, VetShop, EntirelyPets.com, PetSmart, Wag.com and Wysong Pet Food.

EYEWEAR

We're focused on finding great eyewear discounts for you and your family. Whether you need glasses, contacts or sunglasses, you'll spy good-looking deals through NEA Click & Save retailers such as 1-800 CONTACTS, EyeBuyDirect.com, GlassesUSA, Glasses Shop and Sunglass Hut.

EVENT TICKETS

Movie tickets, theme park tickets, musical tickets: You name it, and it's probably at NEA Click & Save. Before heading out to catch the latest blockbuster, reel in a deal through theater discounters such as Fandango, Working Advantage, and Regal and Cinemark Theaters. For tickets to theater shows, concerts, games and more, check out Broadway Shows, Ticket Liquidator, Ticketmaster, Select-A-Ticket and Tickets Now.

If your vacation plans will require entrance to a theme park or other attraction, book your tickets via NEA Click & Save. You'll find deals on destinations all across the country through discounters such as BestofVegas.com, Liftopia, Smart Destinations, Recreation Connection and Best of Orlando. You also can get direct deals to Six Flags, Sea World Parks, Universal Studios Orlando, Disney World and Disneyland.

PLANE TICKETS

NEA Click & Save houses a travel booking engine that offers great deals on plane tickets, hotels, vacation packages, rental cars and cruises. As you're planning your spring break, your summer vacation or even your trip to the annual NEA convention, check out the airline prices at NEA Click & Save to lock in special deals that'll keep your budget flying high.

Dates to Remember

November 24-25

Thanksgiving Break

December 8th

School Board Regular Meeting @ 6 pm

Wear your HTA or School Shirts and come to congratulate Niccole Childs and Eric Swanson on their reelection and welcome Marcy Kittinger.

December 12th

HTA Social – Havana Wine Bar

3692 Apple Valley Rd. (Corner of AV Road and Yucca Loma)

3 pm – 6 pm

December 22nd to January 2nd

Winter Break