Mid-Year Conversations are beginning, the window is open from Dec. 9th through Feb. 21. Remember to review the LEAP manual for examples of evidence for each indicator and complete your sections. Advocate for yourself as these are not final scores. Ask your evaluator for examples of evidence that you may collect to demonstrate progress towards your goals and remember to continue to add to your body of evidence throughout the remainder of the year!

DCTA Bylaw Vote Live Wednesday 12/11/2019

During the last Rep Council meeting, the Bylaws Committee presented new proposed Bylaws to the Reps for consideration. The Bylaws Committee has worked for five years on the new Bylaws and held a Bylaws Townhall, open to all members, a week and a half prior to Rep Council. The Reps decided to send the proposed bylaws out to membership for a vote. Please check your DPS email for your voting information. Your DPS ID number will be your Elector ID number.

DUU Holiday Party, 1 Week Away

You are cordially invited to attend our annual Winter Holiday Party where we get to celebrate YOU! This year our family has grown to include Building and Grounds Workers, Facility Managers, Sign Language Interpreters and CTE Protechs as well as our Office Professionals and educators. Please come and share some time with friends old and new. The food is delicious every year, and the secret is out: we serve adult beverages. Join us on Tuesday, December 17 at 4:30 in the 4th floor Board Room of the DCTA Office/CEA building (1500 Grant St). Hope to see you there! RSVP here so we know how much food to order.
Investigate Systemic Racism and Act for Equity With Your District

Are you working to shift the school culture to address inequity with your district? CEA and the Colorado Department of Education are inviting district teams (up to six members) to apply for Equity for Teachers and Students: Investigating Systemic Racism to Act for Equity in Our Schools

Are you working to shift the culture in your district to address inequity for your teachers and student? Join us in a Professional Learning Series for District Teams.

WHAT: A professional learning series comprised of three (3) all-day sessions

WHO: District/BOCES equity teams of up to six (6) members*

WHEN: January 31, 2020; February 21, 2020; and April TBD, 2020

WHERE: Adams 12 Five Star Schools Conference Center, 1500 E 128 Ave, Thornton, CO

The Colorado Department of Education and the Colorado Education Association invite district teams to apply to participate in a professional learning series that provides powerful opportunities to reflect upon past and present manifestations of racism and inequity in policies and practices in the United States. Participants will be asked to critically examine the systematic ways in which race is endemic, not aberrational, in American society, and how various forms of privilege and power intersect. Teams will be supported to lead and create policy from an equity perspective for their districts.

About the professional learning series

This professional learning series is designed to deeply engage participants in critical reflections on the racial history of government legislation and education. Historical and current-day systemic and intentional policies and practices that build and maintain inequities will be uncovered and explored. The series builds on the premise that the ghosts of the past are foundational to where we are today.

The first session supports participants to understand multiple historical foundations of the pursuit of equity. The second session extends to specific issues in schools and districts. The third session addresses aspects of power and privilege, from institutional macro-level manifestations to individual micro-aggressions. All sessions will address values and how leaders and teams might lead and create policies within their own districts from an equity perspective.

About the application process

District/BOCES teams will create transformative equity teams. Teams can consist of three (3) to six (6) members and should be composed of individuals and leaders who have the ability to influence, advocate, and enact district policy and practice. *At a minimum, teams must include at least one (1) district leader, one (1) principal, and one (1) teacher. Teams can also include a specialized service professional, a parent, a school board member, and/or a community advocate.

APPLY TODAY!

Application details, including the application form and documentation can be found at: https://www.cde.state.co.us/educatortalent/news. Applications are due by Friday, January 3, 2020. For questions please contact Renée Lovato via email at lovato_r@cde.state.co.us.
a professional learning series to reflect upon racism and inequity in education policies and practices. Participants will critically examine systematic ways in which race is endemic in American society, and how leaders and teams might lead and create district policies from an equity perspective for students and educators. The learning series consists of three all-day sessions (Jan. 31, Feb 21, April TBD) at the Adams 12 district in Thornton. Coordinate with your district and apply at this link – applications are due Fri., Jan. 3, 2020. Contact Joshua Quick (jquick@coloradoea.org) with your questions.

NEA Presidential Candidate Forum, Dec. 14

NEA is working incredibly hard to involve our members in asking presidential candidates about their plans for the strong public schools our students deserve. NEA’s next Public Education Forum is now set for Sat., Dec. 14 in Pittsburgh. It will feature NEA members and put public education at the center of the 2020 campaign. Sign-up at this link for the livestream to hear directly from the candidates on their commitments to support public education. Many candidates have already confirmed their participation and NEA will announce the lineup and time soon.

Call for Peer Reviewers on Educator Preparation

The Colorado Department of Education invites educators to participate in a review session of teacher preparation programs from institutes of higher education, Fri, Jan. 10, 2020. Educators with backgrounds in elementary, early childhood, special education, art, English language arts, math, science, social studies, world languages, business, culturally and linguistically diverse education, and instructional technology are needed to review the alignment of educator preparation programs to the endorsement standards. Contact Jennifer Kral (kral_j@cde.state.co.us) by Fri., Dec. 20, for registration details.

Thinking about retiring or taking a leave of absence next year?

To qualify for the early retirement notification stipend or get permission for a leave of absence you must notify the district by February 1st. Please contact HR for the forms.
Know Your Contract

Article 8-8 - Lesson Plans

Teachers are to maintain effective lesson plans related to the approved curriculum for use by the teacher in regular instruction.

- Can be reviewed by administration.
- Teachers and the School Leader must agree on the format of the lesson plans.
- The administrator can ask for lesson plans to be turned in for the purpose of improving instruction.
- The administrator must provide specific and constructive feedback on lesson plans they require to be turned in.
- Administrator questions on lesson plans will be discussed with the teacher.
- Administrator and teacher will discuss lesson plan next steps which could include professional development or coaching.
- Teachers are to leave detailed lesson plans for use by substitute teachers.
- A teacher will only be responsible for lesson plans for the first five (5) days of any absence.

Calendar of Events
### DCTA Board Meeting
The DCTA Board will be discussing committees and their charges.

<table>
<thead>
<tr>
<th>Date</th>
<th>Tuesday, December 10th</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time</td>
<td>04:30 pm - 06:30 pm</td>
</tr>
<tr>
<td>Location</td>
<td>1500 Grant St. 4th Floor Board Room</td>
</tr>
</tbody>
</table>

### SPF Committee Meeting
Come watch the DPS SPF Committee discuss possible changes to the SPF.

<table>
<thead>
<tr>
<th>Date</th>
<th>Wednesday, December 11th</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time</td>
<td>04:30 pm - 07:30 pm</td>
</tr>
<tr>
<td>Location</td>
<td>Evie Dennis Library 4800 E Telluride St Denver, 80249 Library, Building 1</td>
</tr>
</tbody>
</table>

### DUU Holiday Party
Join fellow educators as we celebrate the holiday season.

<table>
<thead>
<tr>
<th>Date</th>
<th>Tuesday, December 17th</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time</td>
<td>04:30 pm - 07:30 pm</td>
</tr>
<tr>
<td>Location</td>
<td>1500 Grant St. 4th floor board room</td>
</tr>
</tbody>
</table>

### DCTA Executive Committee Meeting
The DCTA Executive Committee will be discussing upcoming Board and Rep Council meetings.

<table>
<thead>
<tr>
<th>Date</th>
<th>Tuesday, January 7th</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time</td>
<td>05:30 pm - 07:30 pm</td>
</tr>
</tbody>
</table>
RSVP

Location
DCTA 1500 Grant Street

(303) 243-5221
dcta@coloradoea.org

www.denverteachers.org

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