

ELECTION TO WORK AGREEMENT (EWA)
Receivership/Extended Learning Time (ELT) Schools
STA Unit 1: Teachers & Ancillary Staff
Syracuse STEM at Blodgett

The following Election to Work Agreement is the product of collaboration between the Syracuse City School District (SCSD) and the Syracuse Teachers Association (STA). Faculty in the Receivership/ELT Schools must review and sign this agreement to recommit to their current school or to voluntary transfer into a Receivership/ELT School, thus demonstrating their dedication and commitment to the school transformation process. School transformation strategies include but are not limited to academic, school, and culture improvement, teacher participation in Professional Learning Communities (PLCs), continuous Understanding by Design (UbD), Engineering Design Process (EDP)/Project Based Learning (PBL), Advancement Via Individual Determination (AVID) Writing, Inquiry, Collaboration, Organization, Reading (WICOR), Science/Technology/Engineering/Math (STEM) Professional Development, and participation in school events and committees. School specific initiatives in 2021-2022, include:

- Implementation of Opportunity Culture as a management and instructional model, including working with MCLs and Instructional Coaches to offer academic coaching cycles based on Data and teachers and student needs.
- Implementation of the key elements of a culturally responsive education to promote equity among our school community.
- Attend two Parent Engagement Nights (September 22, 2021 and February 16, 2022), two Community School Events (November 17, 2021 and May 18, 2022) and the Summer Open House on August 19, 2021. These dates can change based on school needs.
- Extended Learning Time (ELT) Thursday Professional Development (PD) Structure will be Building PD/Content PD, alternating every other week based on the final budget availability assigned to our building. PD initiatives and Content PD initiatives are non-negotiable and should be implemented in classrooms. These PDs are important to address the students' learning loss because of the COVID19 Pandemic.
- Academic DATA Events will be implemented quarterly for families to attend during the school day. School and student data combined with STEM curriculum pacing will inform content to be prepared by the grade level teachers, Instructional coaches, and district data coaches.
- Active participation and regular attendance in school-wide instructional/STEM education implementation including (but not limited to): Data Driven Instruction, AVID WICOR, UbD Planning, PBL/EDP based instruction; Positive Action and engagement strategies, Student-led Conferences, Monthly Student Reflection and Growth Planning, Blended Learning, Canvas Courses, Padlet, and other platforms.
- Lesson plans should be available every Wednesday for the following week of implementation. Planning modifications should be done by Friday.
- Co-teachers should be co-planning and implementing the "Co-Teaching Framework." Staff will receive PD related to the framework that the school will be adopting.
- Each staff member will be a participant in at least one monthly committee meeting: School Leadership Team (SLT), Discipline School Climate Team (DSCT), AVID Site Team (with subcommittees

by topics), Sunshine, STEM Committee, STEM Watchers, and Parent Teacher Organization (PTO), among others.

- Continued implementation of strategies outlined and approved in the School Improvement Grant (SIG-Form D) Plan or Receivership Quarterly Report. Implementation of these initiatives is outlined in the school operational plan (SCEP).
- Syracuse STEM @ Blodgett will use the UbD Toolkit planning to implement school turnaround strategies.
- Syracuse STEM will implement a flexible, seven-hour schedule to address the students' needs and school vision that will allow for collaborative teaching and multidisciplinary learning appropriate for STEM Education best practices. Teachers will be teaching 5 periods each day, which may include a planned academic or social-emotional intervention, AVID or PBL support, **performance tasks**, or academic support period at the principal's discretion based on master scheduling needs.
- Teacher will have one daily individual planning and will participate in weekly SIT and Team Meetings. The seven hours will allow for additional duties that will be defined in our staff handbook. These will be based on our school's needs.
- At least twice weekly, SEL lessons will be delivered to students for one class period during the regular school day. Teachers will be supported by the Positive Action committee.
- Classroom STEM environment will be updated by stages and PD will be offered. Teachers will receive STEM materials and equipment for the students. This initiative will address the loss of learning during the COVID-19 Pandemic.
- Continued implementation of digital learning tools through approved on-line platforms as additional channels of communication and resources for students and families
- Regular, constructive, and positive contact will be made with /families (minimum: two monthly) utilizing Outreach in SchoolTool.
- For Tier 3 interventions, staff implementing the interventions should contact parents once a week in an effective manner and record it in the SchoolTool Outreach. **Talking Points** is the official platform to communicate with families to close language barriers; however, teachers should use multiple resources to communicate effectively with families.
- Keep accurate and timely records of all student data (academic, social/emotional, and behavioral) in SchoolTool using SchoolTool Outreach.
- Teachers and their students will create one PBL experience (disciplinary or interdisciplinary) per semester that will be integrated in the final presentation to the school community. Possible dates are December 10, 2021 and June 10, 2022.
- Teacher will use Performance Tasks as summative assessments to allow students to practice their transfer of knowledge skills. Teachers, in collaboration with their grade level team, will create one performance task to showcase quarterly, integrating the turnaround school principles. This will allow students to show their projects to the school community. The recommended dates are near the interim reports for each marking period.
- Teacher will have the opportunity to use the Syracuse STEM Media Studio to create different lessons and videos to enrich their curriculum units. This will be one of the school strategies to address the learning loss because of COVID19.
- Teachers will introduce students to the Syracuse STEM Media Studio and encourage them to create different performance tasks. This will be one of the school strategies to address the learning loss because of COVID19.
- Active collaboration and consultation with school-based community agencies.

1. Scheduling and Extended Learning Time (ELT)

I am aware of the 2021-2022 school year hours listed below. This time is more than I am obligated to work per the Unit 1 Collective Bargaining Agreement (CBA). I will be compensated per the STA contractual rate via a district stipend paid in twenty (20) equal bimonthly payments throughout the 2021-2022 school year (September 2021– June 2022) as long as I am actively teaching in the school. In the event that I am not constructively present and engaged in instruction tied to a core content class and data, I will not earn the stipend for that period of time. For schools which extend the ELT day for professional development (i.e., Thursdays) or any other similar use of the extended ELT as determined by the building principal, with input from the SLT, I must be physically or virtually, in the case of any COVID19 indicator, present in order to receive the additional compensation for this time. I will be required to sign-in in order to be paid. In the event that I am not present, or I do not sign-in for this professional development, I will not earn the stipend for that period of time. This will be implemented based on the final budget availability assigned to our building. The budget availability will support our initiatives to address the learning loss because of COVID-19.

School Day:

Staff: M, Tu, Wed, Fri 7:35 am until 3:15 pm.

Th- 7:35am until 3:15pm. Professional Development 3:15pm – 4:55pm

The additional time will be utilized one day a week (Thursday) professional development as determined by the Middle School Division, for after school professional development. During the time, staff will engage in division-wide/building-wide professional development as determined by building and district initiatives. This will be implemented based on the final budget availability assigned to our building. Staff will work ONE additional hour per week.

2. Teaching Assignments

I agree to accept teaching assignments based on student needs and program requirements and understand that teacher preference may only be considered when not in conflict with student need and program requirements. Secondary teachers only: I understand that I may be required to fulfill a second duty period in the form of a Professional Time Option.

3. Opt-Out/Mutual Consent

- I understand that I may unilaterally opt-out from this Receivership/ELT School by May 13, 2021. Faculty work in Receivership/ELT Schools on a voluntary basis and may opt out at the end of the school year.
- I also understand that I may be involuntarily transferred out of the Receivership/ELT School due to not receiving mutual consent.
- Tenured SCSD employees who do not return to the Receivership/ELT School, either for personal choice or non-mutual consent, shall be ensured the right to transfer to another SCSD school as long as a vacant similar position exists. Untenured, or Probationary, teachers who opt-out will be placed on a preferred eligibility list.

4. Professional Development

I understand that I will be expected to attend and actively engage in professional development that will be driven by the district needs. There will be a minimum of three (3) days of pre-planning focusing on having a strong start to the school year. These dates will be scheduled in collaboration with the School Leadership Team (SLT). Each will be a 6-hour day, plus one hour for lunch. Professional development will

be paid at the hourly rate for summer training, and professional development during the school year will be paid at the hourly rate for the school year. This Professional Development will depend on the final budget availability assigned to our building. An additional three non-mandatory days may be offered throughout the year to address our STEM Vision and Curriculum. If there is a conflict which prevents having these PD days during the week, some of these days may be on Saturdays. The school year PD dates will support the Engineering Design Process, Project-Based Learning, UbD Planning, STEM-related instruction, and collaborative planning. These dates will be finalized by June 2021. This Professional Development will depend on the final budget availability assigned to our building.

5. Agreement

By signing this document, I acknowledge that I have read all of the provisions of this Election to Work Agreement and I agree to the terms and conditions outlined herein throughout my employment at the **Syracuse STEM at Blodgett** during the 2021-2022 school year.

To be completed by the faculty member:

Faculty Name (Print)

Faculty Signature

Date

By signing this document, I acknowledge that I have read all of the provisions of this Election to Work Agreement and that I commit to honoring the terms and conditions outlined herein at **Syracuse STEM at Blodgett** throughout the 2021-2022 school year.

To be completed by the school principal, or District Office Supervisor:

Principal/District Office Supervisor
(Print)

Principal/District Office
Supervisor Signature

Date