

Spread the word---LWSD is still looking for subs!

We're trying our best to get the message out that LWSD is still looking for substitute teachers, but we need your help in sending people our way. If you know of anyone with a teaching certificate who might like to substitute teach here, please encourage them to go to the district website and apply.

Here are some things that can also help us attract and retain substitute teachers in LWSD:

- Make your building a welcoming place for subs so they want to come back. Be friendly, smile, learn their names, and invite them into conversations in the staff room. Check in on them during the day to see if they need anything. Ask who they're subbing for instead of asking them, "Who are you today?"
- Foster relationships with 2-3 subs so those subs feel valued and appreciated when you ask them to sub for you. Subs are much more likely to accept a request from someone with whom they feel connected.
- Shortages occur almost every Friday. Consider scheduling doctor's appointments and annual leave on other days if at all possible.
- For those who conduct DIBELS testing, schedule and secure your subs far in advance. It's not too early to schedule your MOY and EOY testing now.
- Consider cashing out and/or carrying over your annual leave.
- Secure substitute teachers as far in advance as you possibly can, since we share many of our subs with other school districts. AESOP accepts entries up to 365 days in advance.
- Have clear lesson plans that don't require substitute teachers to guess what you mean.
- Make sure your seating charts and attendance folders are up-to-date.
- Write down any school/class procedures you'd like the sub to follow.
- Leave instructions for student behavior plans.
- If you have an assigned parking space, be sure to specify it on AESOP so the substitute teacher doesn't have to go back and move his/her car after checking in.

"Best tip – send your sub a thank you the next day for teaching in your class while you were away. Let them know how much you appreciate them!"

*Kevin Teeley,
President*

In this issue

- Social networking (2)
- Personal information (2)
- Help for new teachers (3)
- Clock hours or credit? (3)
- How do I get my Update? (3)
- Like us on Facebook (3)

Social networking – protect your career



While social networking, such as Facebook and Twitter, is an effective way to keep in touch with friends and family and to connect to the broader world, school employees need to take precautions to make sure their posts don't jeopardize their careers.

Here are some suggestions to protect you in your role as an educator:

- √ Make sure your privacy settings allow only your friends to view your profile and your posts. Be aware that privacy settings are not absolute, though.
- √ Sort your friends by groups so that those in a work group, for example, don't have access to your posts in your close friends group.
- √ Be vigilant what others post about you. "Un-tag" photos of yourself that you wouldn't want students or parents to see.
- √ Before posting something, ask yourself, "Would I want my (principal, students, parents) to see this?" Be careful about places you "check in."
- √ Be careful about linking your Facebook page with other social networking sites. If you update your status on a linked Twitter account, it will publish it to Facebook where others might see it.
- √ Don't accept friend requests from current or potential students or their family members.
- √ Don't accept a friend request from anyone you don't know personally.
- √ Don't join groups that may be considered unprofessional or inappropriate.
- √ Don't post vulgar or obscene language, materials, photos or other links that may be considered unprofessional. If you wouldn't want to see it on the front page of the newspaper, then don't post it.
- √ Don't post negative information about your students, co-workers, or administrators. Even though you may think it's safe, these things have a way of getting out.

Monitor what's being published about you. Do a Google search on yourself to see what information others can access about you. You may want to set up a Google alert that will send you an e-mail any time you're published. Go to www.google.com/alerts to set up a notification.

Personal info?

Neither the Association nor the District gives out employees' addresses, home e-mail addresses, or home telephone numbers to commercial enterprises, organizations, or individuals. If you receive a contact from someone trying to sell you something, and they imply that they are either District or Association sponsored, be wary.

All commercial contact from the Association would only come through NEA or WEA Member Benefits, and would be clearly identified as an approved program available only to WEA/NEA members. If you're uncertain whether or not something is an approved program, you can contact LWEA or check the [NEA Member Benefits website](#).



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LWEA Office:

425-822-3388

Helping teachers get started

Inspirus credit union has been partnering with Washington educators for over 80 years. The credit union has created the [Getting Started Loan](#) specifically for new school employees. As President and CEO Scott Adkins puts it, "We're here to give back to education and this is our way of saying thank you. Thank you for what you do, day in and day out, to improve the lives of students in Washington."

The *Getting Started Loan* provides \$1,000 with 0% interest for 18 months to be used for anything – work wardrobe, school supplies, even to fill the gap until that paycheck arrives. If you've just started at a new school and you'd like to learn more, you can call or stop by your local branch.

Eligibility is determined at the sole discretion of Inspirus Credit Union and is limited to new employees who are in the educational field. Limit of one *Getting Started Loan* per member. Loan approval is subject to individual creditworthiness and other underwriting criteria.

Like us on Facebook!

Did you know that LWEA is on [Facebook](#)? Please take a moment to check us out! We'll try to keep our information updated regularly – so we'll always have an interesting tidbit for you!



Clock hours or credits?

Many times when you take a class, you're given a choice between clock hours or credits. Which one should you choose? Here are some points to consider when deciding:

Choose clock hours if:

- You're not planning on using the class towards an advanced degree.
- You only need the clock hours for certification renewal.
- You don't plan on teaching in another state that might not accept clock hours.
- You want to advance on the salary schedule while spending as little money as possible.

Choose credits if:

- You might be able to use the class towards an advanced degree.
- You might teach out-of-state in the future and want to make sure your classes are recognized.
- You want to advance on the salary schedule and the cost of doing so isn't a concern.

FOR RENT

Apartment w/ 2 bedrooms, 1 bath w/ large shower, full kitchen eating area, living room, large deck, W/D. Near Juanita Beach. \$1,600 includes electric/gas, water, garbage. Lorrie Uribe (Frost) 425-820-6547.

SERVICES

Book **family photo sessions** now: Photographer w/ 10 yrs professional experience now booking sessions. Specializes in family, infant, couples, & portrait photography. Check out her portfolio on Facebook Amaris Kristina Photography or contact her at amariskristinaphotography@gmail.com or 425-445-2858. (Hanna Morrison, Rose Hill Elem).

Kitchen or bathroom cabinets need a facelift? Cabinets looking dull, faded, or even damaged? Let us restore them to like-new condition. Free estimates, excellent references. Most kitchens under \$895. Call John at Cabinet & Wood Restoration NW at 425-466-3553. (Suzi Desimone, Retired).

Check out these new PD offerings!

We have two new offerings that are ready for registrations. Check to see which one is best for you!

Evidence and Artifacts in your PGE - Strategies and resources for putting your best foot forward: Learn strategies that will help you showcase your instructional and professional practices. [Use this link](#) for more information.

Creating a Culturally Responsive Classroom: Increase effectiveness across differences amount your students and their families. [Use this link](#) for more information.

Care to join in?

On Friday, October 13, hundreds of WEA members and others plan to protest the appearance of Betsy DeVos, the controversial Secretary of the U.S. Education Department, as the keynote speaker at the annual fundraising dinner of the Washington Policy Center (WPC). The WPC is an ultra-conservative, anti-union organization that advocates for unregulated, unaccountable, publicly-funded and privately-operated charter schools and voucher plans that drain money from public schools.

WEA is joining with several other groups including Class Size Counts, Washington Paramount Duty, the WA BATS, and Equity in Education Coalition in a march to protest her appearance.

Hundreds of WEA members are expected – and you are invited to join them.. Meet between 3-5 PM at the Flathead room in the Bellevue Westin. At the right time, everyone will walk to the Bellevue Hyatt Regency for a rally from 5-7 PM. Participants are asked to wear **“Red for Public Ed!”**

Marketplace

Ads are run in the Update on a first come, first served basis. All ads need to be in written form. Send directly to Sheila Hagerman at shhagerman@lwsd.org.

Ads are subject to approval of the LWEA Executive Committee and may be edited for length.

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LWEA Website

Lakewashingtonea.org

[Facebook](#)

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Calendar

Oct. 11-12

Behavior Support for Challenging Students (4:30-7:30 PM)

Oct. 14

Ring the Bell!

Oct. 16

School Board Meeting

Oct. 16-17 & 19

Elementary Conferences

Oct. 20

LEAP Day – No Students

Oct. 21

Ring the Bell!