



## DFT Helps School District Reduce Deficit

**E**mergency Manager Roy Roberts announced Nov. 21 that the district's deficit has been reduced from \$327 million to \$84 million. This was accomplished through \$200 million in new loans, and an operating surplus of \$43 million for the year ending June 30, 2011.

For the first time since 2007 the district was able to create a surplus thanks to the collaborative agreement it negotiated with the DFT.

"This had nothing to do with the pay cut, which happened in July," said Mark O'Keefe, DFT executive vice president. "This is more proof the pay cut wasn't necessary."

In addition, DFT officials studied the budget and gave other suggestions to run the district more efficiently. For example, more than a year ago, DFT officials said the district wasted millions each year in high-interest short-term loans on the deficit. DFT officials urged the district to sell long-term low-interest bonds.

Now the new long-term bonds will be paid over 10 years at a much lower interest rate — 4.7 percent.

After several years of closing schools, making layoffs en masse, the district needs to get a stable footing, O'Keefe said.

"Parents want to know that their school, their principal, and their teachers are going to be there next year," he said.

"Roberts should be fighting tooth and nail to keep every school open and keep every school a DPS school." The district, he said, needs to keep its enrollment and revenue stream stable.



**Courtney Equabor is being conferenced by Sonja Allen, executive director of Communities In Schools.**

## FLIPPING NEGATIVES INTO POSITIVES

*At the New Detroit Collegiate Preparatory High School*

**R**icardo Martin is a positive guy. So turning negative school issues into positives is right up his alley. The Detroit Collegiate Preparatory High School principal is already seeing the pay-off. In the first card marking, 76 percent of all DCP students passed all of their classes. Seventeen percent failed only one class.



**Tavarres T. Groce is being conferenced by Rev. Jerry Rankin, GPA Challenge, (also Associate Pastor at Tabernacle Missionary Baptist Church).**

The new application school with 75 students located in Northwestern High School is seeing such quick results, thanks to hard-working teachers and a new formula.

The school is undertaking the Johns Hopkins University's reform model called Talent Development. The model focuses on four areas: attendance, behavior, course performance and college readiness.

"Everything that could be viewed as a negative, we flip as a positive," Martin said. "We do a lot of nagging and nurturing. My goal is to graduate 85 percent of these students without remediation."

On Nov. 16, the school invited business leaders to sit down with the 75 freshmen and review their first semester report cards. (DCP will add a grade every year over the next three years. The school expects to add 120 students per grade as it

**See FLIPPING NEGATIVES, on Page 2**

# COPE: Political Action Saves Rights and Jobs

The November elections sent a clear message to all unionized workers; COPE fundraising and political action make a difference. The galvanizing of organized labor and the willingness of its members to invest in their futures helped defeat SB 5, the ANTI-UNION legislation that would have eliminated collective bargaining rights for public employees, INCLUDING TEACHERS, in Ohio.

## President's Report



**Keith  
Johnson**

Not only did union and non-union workers gather more than 1.3 million signatures to get the issue on the ballot, they also spent \$23 million to get the word out and, more important, to get the vote out.

At the beginning of this school year, I issued a clarion call to all DFT members

to contribute \$100 by the end of the school year to our COPE fund. When you see what has taken place in Michigan in general and Detroit in particular, you need look no further than the state legislature to see the relentless attacks upon our profession.

The dramatic changes in the tenure law, the decimation of seniority, the removal of the assumption that a teacher is satisfactory if the teacher is not evaluated, the attempt to place a teacher CHARGED, NOT FOUND GUILTY, of an accusation on UNPAID LEAVE UNTIL PROVEN NOT GUILTY, are just a few examples of what these anti-union, anti-teacher legislators have done to marginalize our profession and eliminate our rights.

With a Republican governor, Republican legislature, Republican attorney general, and Republican dominated (though supposedly non-partisan) state supreme court, we have few friends of labor working in our favor.

On the national front, while we have not been satisfied with the Obama administration's actions toward public education and the rights of teachers, we do not know that any of the Republican candidates would be more favorable to

unions than Democrats.

Just imagine having a state led by Republicans, coupled with a Congress and the Oval Office controlled by Republicans. In addition, two seats on the U.S. Supreme Court are likely to come up during the next presidential term. The appointment of more ultra-conservatives could be a death knell for organized labor, especially those representing public employees.

The only way to fight this assault is to invest in our defense through our political action and COPE funds. In the past, attacks on us came from the employer. Not now! Most of our battles today are with Lansing. It was Lansing that established the Emergency Manager law, giving one person total control over the district, including the authority to abrogate collective bargaining agreements. While we have filed a lawsuit in federal court, the EM continues to exert his will upon our members via the 10 percent pay cut, freezing of steps, elimination of the sick bank cash-out, etc. While these were actions of the EM, they were made possible in LANSING!

We cannot afford to sit back and wait for someone to come to our rescue. We must engage this battle as if we were in it by ourselves. I do not relish asking this membership for \$100 in these difficult times. However I do not relish the idea of submitting to defeat. It doesn't matter whether you give \$5 a pay (for 20 checks), \$10 a month, or \$25 four times this year, or pay the \$100 at one time. We need to raise \$500,000 to support candidates that protect our rights and our jobs.

The battles are not over. There is still an effort to make Michigan a "right to work" state. The Ohio battle cost \$23 million. What will ours cost?

There is a move to eliminate automatic dues deductions. Some members have no issue with that because, "I've never had to use the union." They forget the reason they don't have to use the union. Many of the battles have already been fought and won for them!

Some of our members say unions, particularly the DFT, are done. If enough of us take that attitude, WE ARE!

## Flipping Negatives into Positives

### FLIPPING NEGATIVES, from Page 1

builds capacity and 480 students by 2015).

At the "Community Grade Conference," students shared their report cards with outside professionals and got some encouraging words of advice to advance their academic and career goals. The idea was to put the students on the "hot seat" and analyze their course performance.

Medgar Clark, executive director of the Omega Foundation, endorsed the concept as an interviewer.

"This is like the old village concept when the village elders take time to show the youth that they care," he said.

Harry Weaver, education director of the Michigan Anti-Defamation League, told Martin he wants to sign up for the next

conferences.

"I love the concept that a kid comes in here and sees someone they've never seen before in their life expressing concern for their future," Weaver said.

The students were asked about their future goals and how their grades are progressing. They were encouraged to keep working hard. Along with a list of graduation requirements, the students got certificates ("Congratulations" for passing all classes, "Good Job" for passing all but one class, "You Can Do It" for passing half their classes, and "It's Not Too Late" if they are passing only one or no classes).

Deolis Allen, an educator, was impressed with another aspect of the school — the level of students he met.

"They're a cut above," he said.

## Updates . . .

### Retirements Announced

The following DFT members have announced their retirement: Phyllis Hallman. If you have retired in the last six months and would like it announced, please call the editor at 313-875-6776.

### Food for COPE

COPE chair Ivy Bailey is selling food at the next DFT Membership Meeting to raise money for COPE, the DFT's political action fund. Members will be able to buy hot dogs, chili, chips, pop and water, as well as two desserts: red velvet cake and pound cake – all for \$1 to \$3. Please share in the fundraising and delicious food.

### More Teachers Get Checks in Leslie Jones Case

In the 2004-05 school year, the district laid off classroom teachers and then recalled them to their same assignments and paid them as substitutes. The DFT won a series of arbitration decisions, the last of which was in 2008. The case is referred to as the "Leslie Jones Long Term Sub Arbitration" because Leslie Jones was one of the laid off teachers. To date, 21 teachers have been paid and 21 are waiting to be paid. Last week three teachers were paid, including Yvette Johnson (above), who worked 10 years for Detroit Public Schools.



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# Embracing Our Republican Members

**W**ith the Republicans controlling both houses of the state legislature and the governor's office, legislative attacks on teacher unions have been vigorous and unrelenting.

The Republicans view teacher unions as their enemy, and the reverse also seems to be true. This is unnecessary, unfortunate and unproductive. While most of our members may in fact be Democrats, thousands of Michigan teachers are Republicans.

As a businessman, I personally used to vote mostly for Republicans because I didn't like the way Democrats passed laws telling us how to run our businesses. As an educator, I vote mostly for Democrats because I don't like the way Republicans tell us how to run our schools. Neither party has a monopoly on good ideas. We need to respect and be thankful for our Republican members.



Mark O'Keefe

There is a tendency to treat our Republican members as pariahs. The fact is, we have never needed them more. We need to have Republican members call their legislators and tell them, "I voted for you but I didn't vote for you to do this."

I would like to see teacher unions receiving the same respect as CPAs. The Michigan Association of CPAs is recognized by legislators of both parties as being true experts on tax law. They are the practitioners who work with the proposed changes so they are recognized as authorities in their field, not a partisan group.

So let's make an extra effort to ask our Republican members to help us deliver our message to Republican legislators. And let's make an extra effort to support all legislators who recognize our expertise on education.

## THE DETROIT teacher

The Detroit Teacher is the official publication of the Detroit Federation of Teachers, American Federation of Teachers Local 231, AFL-CIO. Member of the Union Teacher Press Association, International Labor Press Association & Michigan Labor Press.

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# Take Care of Your Sick Days

By Terrence Martin  
DFT Labor Relations Administrator

Over the past few years we have seen a rise in members being charged with attendance related violations. These range from excessive absenteeism to job abandonment. In order to insulate ourselves from such violations, we need to take the following steps.

1. Take sick days only when you need them – your sick days are directly connected to your benefits and pay. Once you have exhausted your ill bank, you will no longer be paid.
2. A federal law known as FMLA entitles you to 12 weeks of district-paid insurance whether you have sick days or not. If you run out of sick days during those 12 weeks, you will be billed for your 20 percent co-pay. If you are still on leave beyond 12 weeks and have exhausted your ill bank, you are entitled to COBRA. However, you have to pay the entire cost of your health insurance plus a 2 percent fee.
3. Record your absence properly (sick day, personal business, emergency). Make certain that the type of day you plan to take is reflected and coded correctly by your payroll secretary.
4. Understand what the contract says about using your sick days. If you know or suspect that you will be off work for an extended period of time (more than five days), take a medical leave of absence and do the following:
  - a. Seek medical attention.
  - b. Fill out a medical leave request form.
  - c. Provide the district's medical office (313-873-6895, 873-7339, 873-7337) with the necessary information from your doctor substantiating your need for a leave of absence.
  - d. Make a copy of your approval letter and save it.
5. Remember: information concerning the reason for an illness absence is protected by federal law and should only be disclosed to the district's medical office — never to your administrator, secretary or fellow workers.
6. Less is best. Please do not share with your coworkers or the administration the reason for your absence. What you say can be used against you. The only thing your administrator needs to know is what type of day you plan to take, when you plan to take it, and when you are returning.



Terrence Martin



The Detroit chapter of Omega Psi Phi organized a Nov. 16 Social Action Day at Clark Preparatory Academy.

## Daughter's Pain Motivates Mother to Write

Marlin Page's daughter was growing at quite a clip. Page thought everything about her 10-year-old was beautiful, including her 5-foot-8 height. But others — not just classmates — made bruising comments.

"Don't tell me that girl is only 10," an adult would say. It added up to a lot of stress and self consciousness for her daughter.

"I just saw this decline," said Page, a Cass Tech and Wayne State University graduate who works in technology. That's what motivated her to write a children's book, Page told middle school students Nov. 16 at Clark Preparatory Academy. Clark held a social action day sponsored by Omega Psi Phi fraternity. The fraternity brought in 10 guest speakers and 20 fraternity members to discuss careers and the importance of a quality education.

Page wasn't a writer, illustrator or book publisher. In few words, she didn't know what she was doing.

"There were more people telling me I could not do this because I never did," she said. "But you can see, I did it." Page told the Clark students that they need determination and confidence to overcome the obstacles and hurtful comments in life. That's what she and her daughter did.

"This is all about confidence," Page said. "Can you tell I like myself? Well, you are beautiful just the way you are too."

Page told the pre-teens that it took her only three months to finish "Always Believe" because she was focused and her daughter was in pain. About the daughter: she rebounded quite nicely, beaming over the book cover, which features her beautiful face.



Author Marlin Page motivates Clark students to try something they don't know how to do.

Following these steps will help prevent discipline actions being taken against you.

## Detroit Teachers Win State Honors in Social Studies

Three of Detroit's finest teachers were honored in November by the Michigan Council for the Social Studies.

William Weir, a social studies teacher at Schulze Academy for Technology, was the winner of the Mel Miller Mentoring Award. Weir has served on many district committees and was a board member of the MCSS.

Pamela Hornbuckle, a 15-year Detroit teacher, was named Elementary Teacher of the Year by the MCSS for her social studies instruction in summer school and after school programs. She also is a Title II literacy coach.

Okezie Iroha, an economics teacher at Detroit City High School, is winner of the Crystal Apple Award for Exemplary Economics Instruction for the Michigan Council for Economics.

"These are outstanding teachers and I'm proud of their work," said Sheryl Jones, director of the Detroit Public Schools Office of Social Studies. "They all participate in professional development. They serve on multiple committees. They are teachers that can be relied upon to serve other teachers."



**Brenda Lyons, principal of Schulze Academy for Technology; William Weir, winner of the Mel Miller Mentoring Award; Dwana Brown, principal of Marquette School; Pamela Hornbuckle, Elementary Social Studies Teacher of the Year; Berry Greer, principal of Detroit City High School; Okezie Iroha, winner of the Crystal Apple Award for Exemplary Economics Instruction for the Michigan Council for Economics; & Sheryl Jones, director of the Office of Social Studies.**

## Anita Hill Visits the International Academy for Young Women

Anita Hill visited Detroit for 24 hours in November. Of all her engagements promoting her new book "Reimagining Equality: Stories of Gender, Race, and Finding Home," the International Academy for Young Women was the highlight of her trip.

"This really is the jewel in the crown of my experience in Detroit," said Hill, a lawyer and professor at Brandeis University.

Hill met with a group of students called "Anita's Aspiring Attorneys" who wrote her individual essays. She read every one.

"What they told me is you believe in gender equality," Hill said.

In 1991, Hill testified on Capitol Hill during Supreme Court confirmation hearings that Justice Clarence Thomas sexually harassed her. Hill said she got the courage to speak up because she studied the Supreme Court and cared about its future.

"It decided *Brown vs. Board of Education*," she said. "It would decide on the rights of women. I knew it was the right thing to do and I had an obligation toward my profession."

Hill urged the young women to find their role models close to home. The only educated woman in Hill's rural Oklahoma town summoned her before she left for college. Ms. Young gave Hill her Samsonite luggage.

"We tend to neglect the people close to us that inspire us," she said. "That's why I talk about Ms. Young and my mother."

Hill's mother wanted only two children. But she had 13, married young, and had her first baby at 17.

"She said, 'I was having children when I should have been getting an education,'" Hill said. But Hill's mother determined to send her first child to college 17 years later.

"It was my mother's determination to see that every one of her kids could go to college."

Hill told the students they have plenty of models in the Detroit school.

"We need to make sure that they have positive models and counteract some of the images in the media," she said. "I felt there was a whole generation passing messages to me."



# THE DETROIT teacher NEWSMAKERS

## *Professionals Share Their Trade Secrets With Students at Spain Elementary*

By Charlene Uresy

Spain School buzzed Nov. 7-11 with professional Detroiters in an array of careers. The occasion? Book It National Young Readers week. Students were engaged by an emergency medical doctor, chef, former pro basketball player, sports manager, firefighter, pharmacist, insurance company owner, artist, and other Detroiters with diverse occupations. They were at Spain to read to the students and have conversations with them about their careers and lives.

Literacy Coach Tiffany Taylor Tait arranged the program, carefully choosing people who wanted to inspire these young people. And they did — staying several hours to mingle with the students. The professionals included Dr. Gale Darnell, Kevin Flowers, Anthony Jackson, Jimmie King, Vincent Kirkwood, Calvin Nobles, and Maria Stephenson. Principal Ronald Alexander even got into the act and read to classes.

The students appreciated the pleasure of the professionals giving their time. Taylor Tait was particularly touched by the eighth-graders who were visibly grateful that these unsung heroes spent their time with them. "Our students felt valued," she said. "Book It's goal is to create lifelong readers and we are doing just that at Spain School."



## Davison Goes to Lansing

Davison Elementary School teachers Tony Shopinski and Judy Robinson took their broadcast group to the Capitol Building Nov. 2 for the annual Student Technology Showcase. They were there with groups from schools around the state. They showcased their "Good Morning Davison" TV show, showed sample broadcasts, handed out brochures about their award-winning program, and talked with state representatives, other students, teachers and technology educators.



## Clippert Student Designs Winning Thanksgiving Float



By Kathy Meloche

Clippert Academy students brought home honors from the Skillman Float and Balloon Contest. Leslie Nunez, who was mentored by art teacher Ruth Goldfadden, won the grand prize. Her picture was made into a float. Leslie and her parent rode on the float in the Thanksgiving Day Parade. Clippert students Leslie Basilio and Estefany Gonzalez received honorable mentions for their submissions to the contest. All three girls were highlighted on Channel 4 news and featured in the Detroit Free Press. The Clippert staff and students are so proud of our winners!



## The Sound of Music at Spain

By Charlene Uresy

The Victoria Miller auditorium at Spain School was alive with the sound of beautiful music on Nov. 11. It came from the world class Detroit Symphony Orchestra under conductor Teddy Abrams.



**Deanna Martinez orchestra teacher with Conductor Teddy Abrams.**

The orchestra's sound was mesmerizing. Principal Ronald Alexander, students, staff, parents and guests were entertained with music from many genres, from Tchaikovsky's Romeo and Juliet to the theme from Star Wars by John Williams.

The DSO brought its music to the school and planted a seed in many students' heads and ears on what symphonic music is and what it can do. Spain orchestra teacher Deanna Martinez has planted this seed in her young musicians who were proud and attentive during the live performance. When they took a photo with Abrams, the young musicians beamed with pride.

The Detroit Symphony Orchestra is the fourth oldest orchestra in the United States, with an impressive national and international following. As music filled the auditorium with beauty and vitality, Spain students saluted the DSO with courtesy and honor, recognizing the great treasure the DSO is in Detroit and the world.

# COPE Fundraising Campaign

COPE is the fundraising arm of the Detroit Federation of Teachers. It funds political action to causes and candidates who support the promise of a strong public education system and the rights of public school employees. The DFT is running the "\$100 Campaign" to seek \$100 from each member by June.

## COPE \$100 Campaign (Jan. 1-July 1, 2011)

### Under \$50

Abood, Christine  
Ames-Powell, Nicole F.  
Armstrong, Lory  
Battle, Sandra  
Bracy, Meldorae  
Brennan, Patricia  
Burk, Joy  
Dauda, Elijah  
Davis, Kelly  
Diebel, Tracey  
Dixon, Ramona  
Doty, Patricia  
Flaherty, Doris  
Foreman, Evelyn  
Gibson, Victor  
Gladney, Lillie  
Guerrant, Gwendolyn  
Hoskins, Demetria  
Jenkins-Sigmon, Veda  
Johnson, Keith R.  
Lafreniere, Sheila  
Lee, Sidney  
Luttenberger, Joseph  
Martinez, Daniel  
Morgan, Gayle  
Moroni, Mark

Muslim, Nadonya  
Noyer, Albert  
Odocha, Brigid  
Pierce, Carol  
Portnoy, Steven M.  
Raupp, Josephine  
Reaves, Edna  
Shelton-Pierce, Indir  
Smith, Hawkins  
Smith, Ledbetter  
Smith-Hatchard, Emily  
Thurman, Diane  
Tripp, Michelle  
Walker, Shirley  
Weertz, Paul  
Weiszbrod, Michael  
Wilson, Thomas  
Wingate, Chiquita  
Woods, Lulu  
Young, Karen

### \$50-\$99

Danahue, Joann  
Holstein, Christopher  
Horton, Delisle  
Koslowsky, David  
Vidmar, D.S.  
Wallace, Mattie

### \$100-\$199

Arneau, Tracy  
Bailey, Ivy  
Clark, Felecia Y.  
Clark, Jennetta  
Curd, Sandra  
D'Angelo, Mary  
Wells, Marcy  
Wilkerson, Beverly

### More than \$200

Bonacci, Vida

## COPE \$100 Campaign (July 1-Nov. 30, 2011)

### Under \$50

Ames-Powell, Nicole  
Brown, Kurtis  
McCoy, Marissa  
Reaves, Edna  
Scott, Lisa  
Sims, LaShawn  
Stanch, Virginia

### \$50-\$99

Clark, Felecia  
Luttenberger, Joseph  
Portnoy, Steven  
Wilson Jr., Thomas

### \$100-\$199

Bailey, Ivy  
Beatty, Robert  
Bourbonais, Christine  
Busek, Donald  
Falcusan, Patrick  
Hammell, Patricia  
Hoetger, Thomas  
Hogg, Wanda  
Mabarak, Mary  
O'Keefe, Mark  
Rhodes-O'Neill, Tamyra  
Puryear, Michelle  
Weertz, Margaret

To donate, write a check,  
payable to  
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**Detroit MI 48202**  
and thanks for donating!



# Grants . . .

## Science and Conservation

The Disney Planet Challenge is a project-based environmental competition for students in grades 3-8. The program encourages students to become stewards of their environment, to make a difference in their home, school and community. Funds up to \$10,000 are available. Deadline: Dec. 23, 2011. For info, visit <http://disney.go.com/planetchallenge>.

## Environment

The Siemens We Can Change the World Challenge invites K-12 students to participate in project-based inquiries into solving environmental problems. The challenge offers students the opportunity to use science, math and language arts concepts to create sustainable solutions. A \$50,000 scholarship to share between teammates for grades 9-12; \$10,000 U.S. Savings Bond for grades 6-8; Discovery Education Assembly for school for grades k-5 and various other prizes are available. Deadline: March 15, 2012. For info, visit [www.wecanchange.com](http://www.wecanchange.com).

## STEM Arena

The U.S. Army's eCYBERMISSION Competition invites teams of students in grades 6-9 to a competition to win U.S. Savings Bonds ranging from \$1,000 to \$5,000. The competition focuses on using science, technology, engineering, and math (STEM) to solve real-world problems in students' communities. Deadline: Dec. 16, 2011. For info, visit [www.cybermission.com](http://www.cybermission.com).

## Amateur Radio

The American Radio Relay League Foundation and the national association for Amateur Radio offers the Victor C. Clark Youth Incentive Program to support the development of amateur radio for high school students or younger children. The program provides mini-grants up to \$1,000 for projects such as getting equipment for antennas for club stations, training materials, and supporting local service projects that bring favorable public exposure. No deadline. For info, visit [www.arrl.org/the-victor-c-clark-youth-incentive-program](http://www.arrl.org/the-victor-c-clark-youth-incentive-program).

## Design a Ride

Cedar Point amusement park in Sandusky, Ohio teams up with K'NEX to bring school groups grades 6-12 the second Cedar Point K'NEX Great Thrill Ride Build-Off. To celebrate Math and Science Week, Cedar Point and K'NEX are inviting classrooms to build an amusement park ride using only K'NEX pieces for the chance to win exciting prizes. Classrooms are asked to provide the scientific and mathematical reasons to explain how their ride operates. K'NEX designers and Cedar Point ride engineers will choose five winners to show off their work at Cedar Point during the park's Math and Science Week, May 14-18, 2012.

For information, visit the Cedar Point or K'NEX website. You can also receive updates throughout the duration of the contest on Facebook at [www.facebook.com/cedar-point](http://www.facebook.com/cedar-point) or [www.facebook.com/buildknex](http://www.facebook.com/buildknex).



## Keeping Spanish Alive

Detroit School Board member Elena Herrada visited Beard Early Childhood Center Nov. 18 to read to the young people and engage them in a lively discussion. Herrada, who is bilingual, encouraged the children to maintain their Spanish fluency as they become proficient in the acquisition of English. One non-Spanish speaker was eager to learn the language of many of her classmates. Herrada challenged the children in Johanna Luck and Linda Lee's classes to teach each other and take care of one another.



# Drew Center Takes the No Bullying Pledge

Detroit Public Schools has adopted an anti-bullying and harassment policy. What that means was spelled out to 497 students at the Drew Transition Center.

"It's name calling, teasing and taunting," said Drew teacher Mark Knight. "It's when you are calling someone else a name that causes them discomfort."



**N'Dia Mosley, a student at Drew Transition Center, takes the "No Bullying" Pledge.**

Fourteen Drew staff members formed an anti-bullying committee and held a "Stop Bullying Rally" Nov. 29. They want to make clear to the special education adults attending the vocational training program what bullying is and what they can do to protect themselves.

The program outlined forms of bullying and solutions. Students held "What would you do?" skits, took a pledge, and signed the "Take a Stand Lend a Hand" banner.

"Bullying is a serious issue across the country," said principal Robert Avedisian. "We're going to take a stand against it here at Drew Transition Center." The staff will be wearing blue arm-bands to show students who they can go to for help.

"If you feel you've been bullied," said teacher Crystal Lee, "they will support you."



**Drew paraprofessional Michelle Smith and teachers Crystal Lee and Regina McIver organized the "Stop Bullying Rally."**



**Drew teachers Lonnell Moorer, Micheri Moses and Kenton West swayed to Michael Jackson's "We Are the World."**

## Soccer for Success at Earhart Elementary

Think Detroit PAL and the U.S. Soccer Foundation kicked off Detroit's Soccer for Success program Oct. 27 at

Earhart Elementary School on the southwest side. Soccer for Success is a free after-school program that uses soccer to

positively impact the lives of children in underserved urban communities.

The program combats obesity by promoting healthy lifestyles and provides children with a safe environment to

play, learn and develop skills using one of the most popular sports in the world.

The U.S. Soccer Foundation has implemented the program in Chicago, Houston, New York City, Los Angeles, Washington D.C. and Newark.

Detroit will be the seventh city to have the program, and the U.S. Soccer Foundation has chosen Think Detroit PAL to run it.



# HISTORIC WIN

## Cass Tech Division 1 State Champs!

By **Chuck Johnson**  
DPS Sports Information Director

**W**ith an impact that was as dominant as it was historic, Cass Tech defeated Detroit Catholic Central 49-13 Nov. 26 at Ford Field to become the first Detroit Public School

League team to win the Michigan High School Athletic Association Division I state football championship.

Coach Thomas Wilcher's Technicians were proficient in all facets of the game – offense, defense and special teams – in completely dismantling a Catholic Central team that was bidding for its 10th state title and was ranked in most media polls the No. 1 team in the state.

By contrast, Cass Tech's state championship is just the second for a PSL football team — joining King, which beat Midland in the Division 2 title game in 2007. With thousands of their fans

cheering and packing the seats behind their bench, the Technicians turned in a virtually flawless performance Saturday after beginning the day by walking the short distance from the school to Ford Field.

"I didn't know the score would be so lopsided but I knew we had a great chance at beating that team," Wilcher said. "I knew we were quicker and I knew our offense was prepared for that style of defense. We were ready for the adjustments they made. We were just ready for anything they did."

Led by freshman quarterback Jayru Campbell, who threw a state finals record-tying five touchdown passes and showed poise way beyond his 14 years, Cass Tech picked apart Catholic Central's defense, while its own defense stymied the Shamrock's run-oriented offense.



So dominant was the performance that Campbell's 46-yard TD pass to Jourdan Lewis with 11:13 remaining in the fourth quarter gave Cass Tech a 42-7 lead, instituting a running clock the rest of the way by virtue of the 35-point mercy rule.

Royce Jenkins-Stone, one of seven Technicians seniors headed to Division I colleges on football scholarships, scored three touchdowns, including a 32-yard run, a three-yard pass reception and a 36-yard interception return.

Campbell completed 13-of-20 passes for 240 yards, including TD strikes to Ruben Lile (46 yards), Terry Richardson (36 yards) and Shuron Jackson (16 yards).

The victory capped what, admittedly, had been a season of unmet potential by the Technicians, who lost their nonleague opener to Farmington Hills Harrison and didn't reach the PSL city championship game after finishing the league season in a three-way tie with Crockett and King.

Cass Tech's 11-3 record follows a 2010 season in which it posted the school's first unbeaten 9-0 regular-season and advanced all the way to the state semifinals before losing to eventual champion Lake Orion and finishing 12-1.

"I never dreamed we would lose three games this year," Wilcher said. "Our purpose for going to camp was to build a bond and become cohesive. But, once the season began, I knew we weren't prepared. It took a team effort for us to become the team we could be. But we didn't have that most of the season. We had a bunch of individuals."

A players-only meeting before the playoffs helped changed that attitude as the Technicians gained their focus and began to peak, relying on a stout defense and always just a play from scoring with an explosive offense.

They won their last regular-season game 6-0 against Renaissance and reeled off a string of five playoff victories against Livonia Churchill (36-8), Dearborn Fordson (33-7), Warren DeLaSalle (6-0), Utica Eisenhower (6-3) and finally Catholic Central to win the state championship.

"It's great for the city and the school district," Wilcher said. "It shows that we have kids who are willing to learn and to fight to reach a goal. We not only played well, but I'm proud of how we did it, with class and good sportsmanship. As a coach, it reaffirmed my perspective on what it takes to win. When our players gained focus and began to play as a team, they showed the whole state of Michigan what we're able to do."



# PAR is Detroit's Meaningful Reform

A team from the Toledo Federation of Teachers visited Detroit Nov. 8 to discuss a reform model that has been tested over 30 years.

"Peer Review is the place to start for effective reform," said Dal Lawrence, who started the Peer Assistance and Review (PAR) program in 1981 at the TFT. "It works, it really does."

The country now has more than 100 PAR programs that use consulting teachers to mentor novice and veteran teachers in need of assistance.

Lawrence told a group of Detroit teachers and administrators that PAR upholds quality in the teaching profession. It accomplishes two things: It determines who can teach in Detroit and who cannot. It gives the effective teachers the mentoring and support to fly.

Lawrence says 8 to 10 percent of college of education graduates have chosen the wrong profession and need to be redirected to another profession.

"PAR supports new teachers and keeps bad teachers out of the system," he said. "You are not representing members, you are representing the standards of our profession. That is a significant cultural workplace change."

The in-service outlined the philosophy, as well as the nuts and bolts, of a successful PAR program. Detroit's PAR program is in its second year. It was formed under the progressive 2009 collective bargaining agreement. Twenty PAR consultants currently are in place.

Lawrence said ineffective teachers fall into three categories:

- People who cannot establish their presence in the classroom.
- The perpetually disorganized.
- People who "don't know a thing and are not going to find out."



The other 90 percent of new teachers, however, need mentoring to become excellent teachers. All of Toledo's new teachers are required to be in the program for a year.

Lawrence said PAR produces trust and replaces the old, punitive system that produced distrust.

"One thing that happens in this program is the relationship between the intern and the consulting teacher goes on for years."

**Top Photo: Among the teachers attending the PAR in-service were (from left) Kim Radden, Karen Russell, Shawn Forman, Edna Reaves, DFT President Keith Johnson, Kimberly Kyff, Mike Schenk, and (seated) Ann Turner.**

**Bottom Photo: Dal Lawrence with PAR lead consultants Vanessa Parnell and Ivy Bailey.**

## Calendar

All meetings will be held at 2875 W. Grand Blvd., Detroit, unless otherwise noted. Dates and times are subject to change.

### DECEMBER

- 8** General Membership Meeting, 4:30 p.m.
- 12** Special Education Chapter Meeting, 4:30 p.m.
- 13** Retirees Chapter Meeting, 11:30 a.m.
- 13** School Social Workers Chapter, 4:00 p.m.
- 26** Schools Closed, Winter Break

### JANUARY

- 3** Executive Board Meeting, 4:30 p.m.
- 9** Special Education Chapter Meeting, 4:30 p.m.
- 10** Retirees Chapter Meeting, 11:30 a.m.
- 10** School Social Workers Chapter, 4:00 p.m.
- 12** General Membership Meeting, 4:30 p.m.