



[IT]² for Year 2

Background

- LWEA held 60 bargaining input meetings during the fall of 2007. Increased workload without additional compensation, especially in the area of added-on technology, was raised frequently as a concern. The expectation to learn how to use the Activboard and to implement that learning with students was commonly cited.
- The LWEA Bargaining Team sought compensation for this added workload in technology. The team agreed upon a \$1,250 annual payment for learning and implementing the technology that the district is requiring.
- The parties agreed to fund the \$1,250 per employee (\$7 million cost over 3 years) from the tech levy rather than the general fund.
- State law limits the use of tech levy dollars for purchasing or training. Employees can't be paid from tech levy funds to simply use technology.
- The District and Association agreed upon a greatly expanded definition of training, going beyond the traditional definition of attending classes.
 - The new definition includes acquisition, reinforcement, and integration of skills, along with collaboration with other colleagues.
- The state auditor requires some type of independent documentation in order to satisfy the requirement that the tech levy funds are used for training.
- [IT]² Year 1 focused on developing Activstudio skills, with the expectation that by fall 2009 all LWSD teachers will be able to use Activstudio with students as part of their ongoing instructional programs. Specialists without access to Activboards (or for whom Activboards are not appropriate) developed alternative technology skills specific to their assignments.
- For [IT]² Year 2, the plan builds upon the work of Year 1, incorporating the suggestions made by LWEA building reps to continue developing Activstudio skills. Added to this is introducing new technology skills for increasing professional collaboration opportunities among staff. Specialists without access to Activboards (or for whom Activboards are not appropriate) will continue to build alternative technology skills specific to their assignments.

Requirements 2009-2010

- **Step 1** of the plan is for the individual to take a skill inventory that is for his/her use only---it is not shared with administrators or the district.
- **Step 2** is for the individual to determine what his/her plan is for the year, creating a minimum of 3 multimedia instructional resources, using them with students for classroom instruction and sharing them on the LWSD Portal, and using OneNote to create a notebook/contribute to a shared notebook.
 - The district trusts each person to use his/her professional judgment in creating the plan (trust agreement). The plan is not turned in to administrators or the district. The plan can be either an individual or team plan.
 - One multimedia resource must be an Activstudio Flipchart.
 - One multimedia resource must use Activotes for assessment.
 - Other multimedia resources, such as PowerPoint, can be used.
- **Step 3** is to complete the documentation that the plan has been completed by choosing one of these 5 options, creating a minimum of 3 multimedia instructional resources, using them with students for classroom instruction and sharing them on the LWSD Portal, and using OneNote to create a notebook and to contribute to a shared notebook:
 - Individual participates in a 5QL series class (paid at \$33 per hour) and completes the class assignments. (A series class consists of 4-5 two-hour sessions.)
 - Individual (or team) participates in a 2-hour 5QL sharing class (paid at \$33 per hour). Classes will be offered at each work site as well as in the district at-large.
 - Individual schedules a visit to his/her classroom with a Professional Development Coach or an [IT]² district-level facilitator.
 - Individual (or team) demonstrates the plan to an [IT]² building/district-level facilitator .
 - Individual (or team) schedules an appointment at the Resource Center during designated office hours to demonstrate the plan to a Professional Development Coach or [IT]² district-level facilitator.
- **Step 4** is a payment of \$1,250 in the June 30, 2010 paycheck for documentation turned in by May 14, 2010. The Technology Integration Facilitator or [IT]² class instructor is responsible for turning in this documentation.
- Those who do not want to complete Steps 1-3 can opt out of the plan and not collect the \$1,250, but they need to realize that the district still has the right to require them to use Activstudio software with their students and OneNote software for professional collaboration. Use of curricular resources and technology is not a mandatory subject of bargaining—the employer has the right to determine which resources will be used in the classroom by employees.
- The plan for 2010-11 will be developed in the spring of 2010 with input from the LWEA Rep Assembly.