



Principal Tonie

June 16, 2017



WE ALL BELONG!

EVENTS

NEWS

UPDATES

Hello Orca Families,

As of late, I have been fielding many questions about the shortage of substitutes, so *let's talk substitutes...*

My very first question to Ms. Cynthia each morning, is “*Who's out today?*” If a staff member is absent, I ask, “*Is there sub coverage?*” Most of Orca's absences are filled each day, occasionally, they are not. Below is the Sub Process for Orca.

- Teacher submits their absence via Aesop (sub system) in advance to report an absence and request a sub for the desired length of the absence
Please note: Teachers do not have to submit their absences in advance; contractually, they can submit their absences on the same day before school starts.
- Teacher communicates their absence to Cynthia in the main office
Please note: Contractually, teachers do not have to personally communicate their absences to the Office Manager.
- Sub reports to school
- Sub checks in at the office
- Office staff will share school information (lesson plans, recess/lunch information, emergency information, keys for classroom, other pertinent information as needed)

If no Sub shows, students are divided and assigned to other classrooms, this is our last resort, we make every effort to obtain a sub.

Once upon a time, there used to be a plethora of substitutes statewide, but many new teachers are electing to apply for full time teaching positions as their first choice – rather than sub. Many of our “just retired” substitutes who were readily available, are now “fully” retired.

Check out the article on the following page highlighting the substitute shortage that is happening outside of our District.

Pierce County schools face shortage of substitute teachers Staff covering for absent colleagues is 'new normal' in some local classrooms

By DEBBIE CAFAZZO

May 7, 2014

Pierce County school officials are reporting a shortage of substitute teachers — a trend that appears to be happening statewide. They speculate that a mix of economic, labor market and other forces are behind the shortage. Tacoma Public Schools, the largest school district in the South Sound, measures what it calls its “fill rate.” The goal is to fill all substitute openings, short-term and long-term, every day of the school year.

“The absolute goal is 100 percent,” said Lynne Rosellini, assistant superintendent for human resources. But she’s watched the rate drop from about 90 percent two years ago to a current rate of about 75 percent at the elementary and middle school level and 84 percent in Tacoma high schools.

To plug the substitute gap in some school districts, several teachers might be asked to give up planning periods or take extra students into their classrooms. On some days, specialists — music teachers or P.E. teachers, for example — might be reassigned to cover for absent classroom teachers. Even school administrators can be pressed into duty. To counter the trend, school officials say they are re-recruiting like crazy — at job fairs, through Facebook and word-of-mouth, at local universities and on their own district websites. Local teachers’ union presidents say their members are feeling the crunch, as teachers are asked to cover for absent colleagues. Pam Kruse, president of the union in the Franklin Pierce School District, said that at a recent Washington Education Association conference, nearly all the local presidents raised their hands when asked whether their districts were dealing with a substitute shortage. “We are getting e-mail from human resources telling us to be prepared to cover,” Kruse said. “It’s the new normal.” “Certainly some days are worse than others,” said Shaun Carey, human resources director in the Parkland-based district. “There are many days that, after an effort is made, we are successful in finding substitutes for all teacher absences. However, there are also days when positions remain unfilled, even after our best effort.”

MANY REASONS

School district officials say there are complicated issues on the supply side that play into the teacher-abs absence equation. For decades, Washington state teachers were able to retire after 30 years. Many of them — still in their early-to-mid-50s — would return after retirement as substitutes. Dean Shepard, 64, is one of the returnees. He retired from the Tacoma School District in 2005 at age 55 after teaching for 30 years, mostly in special education. Shepard said increasing paperwork, stress and poor health drove him to retire early, but he couldn’t stay away for long. He likes being a substitute, which lets him focus more on students and less on paperwork. This year, he’s assigned as a long-term substitute in a special-education classroom at Larchmont Elementary School in Tacoma, where he has worked since February. “I’m just a steward for the regular teacher’s classroom,” he said. “Your job is to maintain that classroom.” But changes in the retirement system that began in 1977 have shrunk the pool of returnees like Shepard. The last of the teachers able to retire under the old system are now in their late 50s. Many teachers who started their careers after 1977 must work until they’re in their 60s. Those older retirees may be less interested in returning to the classroom on a regular basis, “ National experts are predicting a nationwide teacher shortage, as the Baby Boom generation of teachers re-tires.



SAFETY NEWS, Ian Reid

The end of the school year is fast approaching and the excitement level is rising! So are the voices in the lunchroom. Just a friendly reminder—please remind your student to keep their voices at Level 2 if speaking. At times, the noise level increases to a 3 or 4. When this occurs, it is necessary that I use a microphone to remind the students that Level 2 Voices or below are acceptable. As a safety precaution, it is critical that we are able to communicate with our students at any-time—thus the occasional need to use the microphone during lunch. This has been a great year under the leadership of Principal Tonie, so let's finish strong and move forward together.

Voice Levels:

0= Silence

1= Whisper

2= Partner Voice

3= Presentation

4 = Outside

ORCA HAS TALENT!

Orca students wowed the audience with their brilliant performances during today's Talent Show! We are very proud of all of our students who showcased their talents! Ms. J and the Student Council are looking forward to planning next year's Talent Show.

GIRLS ON THE RUN

This Spring we held our first season of Girls On the Run with 25 of our 3rd-5th grade girls. Our two teams met twice a week to discuss social skills, empathy, and self-confidence to help them make healthy/confident choices in their daily lives. We also focused on physical fitness and trained for a 5k run/walk. This May we brought all our girls to Renton Memorial Stadium with hundreds of other girls from the greater Puget Sound region for a fantastic 5k event. Next year we will be offering the program to our 3rd-5th graders and possibly starting a middle school program as well. Please contact Mrs. Georgi if you are interested in volunteering to help Coach next season or if you have questions about signing up your child.

bbgeorgidens@seattleschools.org



STAFF UPDATE

Leaving Orca



- * Ruth Bingle, Special Education, Retiring
- * Brenda Carr-Nelson, Special Education IA, position was cut at Orca, so she is going to Meany Middle School
- * Casey Cheever, Middle School Music, is reducing his FTE to .6FTE at K-8 STEM @ Boren. He will no longer be at Orca. (read Casey's letter that is attached)
- * Shawn Cudney, P.E. Teacher, applied and accepted a position at Genesee Hill (formerly Schmitz Park). (read Shawn's letter that is attached)

Increased FTE

- * Erin Jordan-Rial, K-3 Music Teacher will move from .5 to 1.0 FTE, K-8
- * Chris Sherman, Elementary Music Teacher will move from .1 FTE to .6 FTE

New Hires

- * Rebekah Binns, .5 Elementary Math Support (current school – Highland Park)
- * Kati Gratz, 1.0 Special Education Teacher, Middle School medically fragile program (current school – Kimball)
- * Erin McCullough, .5 Counselor (current school – Gatewood)

Positions to be filled

- * .7 Language Arts
- * 1.0 FTE P.E. TEacher

June 2017

S	M	T	W	T	F	S
Middle School Promotion: June 22, 2017 @ 7:00pm  More information will go out on June 9th.				1	2	3
4	5	6	7	8	9	10
			Final PTSA Meeting 7-8:30	Volunteer Luncheon 11-1:30 Staff Lounge		
11	12	13	14	15	16	17
				Sports Banquet End of Year BBQ	Last Garden Orca Talent Show	
18	19	20	21	22	23	24
		Field Day		Film Club Premier Rainier Arts Center 5:30-8pm	Middle School Promotion	
25	26	27	28	29	30	
	Last Day of School					