



December  
2020

# ATF Action Agenda

## Understanding APS's New Hybrid Plan

At the November 18th Board meeting, APS administration presented their "Updated Re-Entry Plan" that will govern any return to a hybrid teaching/learning model. The plan emphasized that any return to hybrid en masse would be contingent on Bernalillo County being designated as "green" for 2 weeks according to:

- Rate of spread and number of cases
- Number of tests per day and positivity rate
- Contact tracing and isolation capacity
- Statewide health care system capacity
- PPE availability

If these criteria are met, educators would then have 2 weeks to plan for a transition to a small group hybrid model. The district vowed to support social and emotional learning and established teacher/student relationships by minimizing disruption to elementary class lists and secondary master schedules. To accomplish that, the small groups that enter hybrid would be from your current class and you would teach them concurrently with the rest of your class who remain in remote.

The first step in hybrid learning would be a phase-in of pre-K and Kinder classes returning to campus in very small groups. Then, 1<sup>st</sup>-3<sup>rd</sup> grade small groups. After that, 4<sup>th</sup> and 5<sup>th</sup> grade classes would return in small groups. If conditions continued to improve, it would trigger a secondary phase-in of Middle and High School students returning to their campuses in small groups.

Keep in mind, the earliest possible date for small groups of young children to start in person school would be mid-January, and that is if, and only if, Bernalillo County has been green for 2 weeks. We are far from meeting the minimal gating requirements at this time. We will return after Winter Break in an online distance learning model.

We applaud APS Administration for basing this new re-entry plan on science. We thank the Board for approving the plan based on staff and student safety.

Click [here](#) to submit questions and/or comments about the Re-entry Update.

## Clarifying Attendance Changes

Educators will now take attendance daily just as we would in person.

- The default code for students each day for each period will be on Synergy.
- If a student attends your synchronous meet that day (camera on or off), you don't need to click anything.
- If a student is absent for your synchronous meet that day, you will click the box next to their name one time.
- If a student misses your class but makes up that time or work, you have the choice to go back in and click next to their name one more time and change their attendance code to "present asynchronous." This is at the teacher's discretion.
- The general guidance is that students must attend 51% of synchronous time to be counted as present.

We know that some folks still have questions about how this will play out at their school sites. [Click here to submit questions and or comments about the attendance changes.](#)

## Feed Our Families!

Thank you, educators, for continuing to heed the call and help alleviate hunger in our city. Our union (THAT'S YOU!) has now raised over \$17,000 to feed our students and neighbors. We are making a difference! This effort is truly a great way to express our spirit of giving and solidarity during this holiday season. [Click here to donate!](#)

Here's an idea: Give your loved ones who "have everything" the gift of alleviating hunger. Make a donation in your union's name and include your loved ones' names as well.

## Join your Union Today!!

ATF is your Professional, Progressive Union. Together we fight for the world-class education our students need and deserve.

Stand in solidarity with your colleagues and friends.

Ask your Fed Rep to sign you up or JOIN at: <https://atfunion.org/join/>

### Your PD Day Is YOURS

Appendix J.1 of your Negotiated Agreement is clear that educator’s own the Professional Development Day on January 4, 2021. 2/3 of the day is to be spent on site-based PD and 1/3 of the day for teacher preparation. Your Instructional Council should decide the content of the PD portion.

Is this some magical gift from the district or the universe? ‘Tis not. Your union negotiated this. If you like being able to make professional decisions, [JOIN YOUR UNION](#). Together we can win the working conditions we need to best serve our students.

### Let’s Build Democratic Schools

On Tuesday, December 1<sup>st</sup> the ATF Fed Rep Council unanimously passed the Motion for Democracy in Schools. This far reaching position statement declares your union’s support of a student government at every Middle and High School, the re-institution of peer mediators in elementary school, and extolls our Instructional Councils to include classified staff, parents, and students in the decision-making process... just to name a few actions to ensure a voice for all at our schools and worksites. You can read the full motion here.

We believe that it’s not enough to teach lessons on democracy, but that students learn the real benefits of engagement by DOING democracy.

We need your ideas on how we can build democratic principles into the very fabric of our schools and classrooms. Do you have great ideas on student-centered learning, the power of service learning or other topics? Send them here and we will lead the way to a new tomorrow from our classrooms.



### Check Out YOUR New Website!

ATF’S website has the same address but a whole new look.

It’s easier than ever to use and chocked full of everything you need to know to stay in the know.

Visit us now at [atfunion.org](http://atfunion.org)!

### Happy Winter Break & New Year From Your Union!

Enjoy your Winter Break and have a Happy New Year. We all have COVID fatigue and long to celebrate with our families, but we’ve come this far. Let’s give this pandemic a kick by continuing our socially distant commitment and stop the spread.

### Dial-a-Teacher

Students and parents can call **(505)344-3571** Monday-Thursday 5:30-8:00pm for homework help.



### Advisories Don’t Take A Lot of Planning, They Do Require Intent

Advisory offers emotional support for students during adolescence. The social networks that are so important at this age can be disrupted by the transfer to high school. Advisory offers support in two forms. First, it supplies built-in peer groups for all students in a high school, including new students. Second, it gives students an adult who knows them well and who can offer advocacy and support in difficult social and academic situations.

This is especially true for students who have few close adult relationships outside school or are at risk of dropping out. Ideally, the advisory teacher is someone the student knows they can trust and talk to about their progress and standing in the school.

Teaching Tolerance has partnered with [The Origins Program](#) to present 20 advisory activities selected from [Face to Face Advisories: Bridging Cultural Gaps in Grades 5-9](#) by Linda Crawford.

The resource, [“Perspectives for A Diverse America: 20 Face to Face Advisories”](#) contains some easy and powerful advisories lessons perfect for the 15-20 minute advisory and easily adapted for HS students.

These activities expose students to diverse perspectives and guide them to understand those perspectives and to critically and honestly analyze ideas from a variety of cultures. It all happens through safe, engaging, guided peer-to-peer activities that build social emotional skills and connections across differences.

## Calendar of Events

DATE	EVENT	TIME
12/8/20	Unified COPE Committee	4:30-5:30pm
12/12/20	ATF/AFT-NM Union Leadership Program	9:00am-4:00pm
12/21/20-1/1/21	Winter Break	No classes!
1/4/21	Professional Development Day	All Day
1/5/21	Fed Rep Council	4:15-6:30pm

All ATF events will be held virtually.