



**CHICAGO  
TEACHERS  
UNION**

## Implementing Testing Contract Language

Our contract contains language to limit over testing (Article 44-32, pages 184 - 185). Many CTU members want to recover instructional time by eliminating excessive tests, and have been able to use this contract language to do so. Others have faced push back from their principals and/or networks and have not prevailed.

Our testing demand for the coming contract strengthens the language considerably, so that CPS has no right to mandate any test not required by state or federal law, by REACH, or required for particular programs.

The following FAQs are intended to help members implement the current contract for school year 2019-2020.

What tests are we required to give?

- Under contract Article 44-32, CPS can only require tests that are mandated by state or federal law, REACH tests, and tests required for particular programs (e.g., IB). Mandated tests include IAR, NWEA (Spring only), REACH Performance Tasks, KIDS, PSAT 8/9 (grade 9), PSAT 10, SAT (grade 11), NAEP, Illinois Science Assessment, ACCESS for English Language Learners, Dynamic Learning Maps Alternative Assessment, and IB Assessments.

Which tests are NOT required?

- TRC/DIBELS, mCLASS Math, NWEA MAP for Primary Grades (MPG), mandated Progress Monitoring or 5-week assessments, Measuring Up Live, Fountas & Pinnell, Compass, ANet, Fall & Winter NWEA, do not fit into any of those mandated categories.
- Bi-weekly, five week or quarterly summative assessments. These tests are not the type of assessments that were intended as part of this process. Furthermore, they often require grade entry. The Union and Board negotiated a grade policy that gives teachers autonomy in the frequency of summative assessments.

How can we enforce this contract article?

- Between April 10 and May 10, 2019, the principal must consult with the PPC and faculty to prepare an assessment plan for next school year. The delegate and PPC should call a union meeting during the week of May 13 - 17, 2019, and make sure that the plan is discussed by the faculty, including in grade levels/bands, subject areas, and special education.
- No later than May 20 - 24, 2019, teachers and the principal must vote, using fair voting procedures, agreed upon by the PPC and the principal. Adoption of the plan shall be by majority vote. CTU recommends that the assessment vote be conducted via secret, paper ballot - not via electronic voting. This is not a waiver vote!
- If the PPC has a unanimous agreement, they can authorize a particular grade/subject area or sub-group to conduct a simultaneous supplemental vote on assessments applicable only to that group.
- If you don't agree with the principal's assessment plan, organize your staff to vote NO.
- If the recommended plan fails to win a majority, the principal and network may offer an alternative assessment plan. We strongly recommend that your PPC and faculty firmly represent the staff's preference at this stage, in order to keep unwanted tests off the calendar.

- If no plan is approved, the plan can be submitted to strategic bargaining, the monthly meetings held between CTU and the CPS Labor Relations Department.
- If you have questions, or need assistance, please contact your field representative.

Article 44-32. Assessments (see pages 184 -185 in the Agreement).

44-32.1 Required Assessments. No later than June 30th of each year (or as soon as practicable after ISBE has published the state assessment calendar), the Board shall publish an assessment calendar for the subsequent school year, which shall consist of assessments mandated by the district for REACH, required to meet the mandates of state or federal laws and regulations, and mandated by a program (i.e., IB or any program that requires a test for student credit or program accreditation).

44-32.2 Additional Assessments. Schools shall determine assessments to be administered in conjunction with the development of the School Improvement Plan for Advancing Academic Achievement (SIPAA) which is currently known as the Continuous Improvement Work Plan (CIWP). Each year in the spring, Teachers and the Principal will collaborate to develop a recommended plan for additional assessments, if any, per grade band or content area/department. Prior to voting, the CEO or designee, may review and revise the proposed assessment plan, which **shall be presented to and discussed with the school faculty. Teachers and the principal will then vote** on the adoption of the plan, which shall be adopted by majority vote. If the plan is not adopted, and the faculty and/or the CEO or designee **cannot agree on an alternative plan**, the Union or the CEO or designee may **submit the matter for resolution at strategic bargaining**. The assessment decision will be included in *the school's PD plan and reviewed by the district.*

Key questions to consider:

1. How much instructional time will be lost from administering the test?
2. How much money does the test cost the school budget?
3. Is the test meaningful to the students?
4. Can the test data be found somewhere else? Is it redundant?