

Discussion Notes from August 29, 2016 Meeting:

ENL Teacher Evaluation:

Director of Elementary Education Dr. Stephanie Loane and ENL Coordinator Danielle Riego presented a plan for ENL teachers to achieve their Student Learning Objective (SLO). The World Class Instructional Design & Assessment (WIDA) data would be used. Students would be expected to reach 0.5 growth. If 70% or more of the ENL students reach 0.5 growth, the ENL teacher would earn a 4.0 for the SLO. If 60% - 69% of students achieve 0.5 growth, the ENL teacher would earn a 3.0 for the SLO. ENL teachers would have the remainder of the rubric the same as classroom teachers.

ENL Teacher Licensing:

The district has secured grant monies to fund ENL licensure via a cohort program at Anderson University. The cohort would begin January, 2017. ENL teachers must earn a C or higher in all courses and pass the state exam. If a teacher receives lower than a C, the teacher must re-take that course at his/her own expense. If the teacher does not pass the exam, the teacher may try again at his/her own cost.

Certified Staff Device Swap:

Some people have expressed interest in changing a computer device. If interested, a survey will be sent to certified staff after Labor Day for you to indicate a preference for swapping and the reason to swap. A lottery system would be used if a shortage of devices exists.

Skyward Attachments:

Director of Educational Technologies Jeff Harrison requested input on the length of time that attachments can remain in Skyward. He expressed concern regarding Skyward server capacity. Teachers indicated Blackboard is available for attachments as well. Please convey your input on this topic to your building's Discussion Team representative by mid-September.

Teacher Handbook:

During the course of the year, the Discussion Team will work on revising the Teacher Handbook.

2017-2018 Proposed Professional Development and Calendar:

Professional Development/PLCs:

Both sides discussed these issues using an interest-based format led by ISTA UniServ Director Becky Smith. Both sides told their "story" and why each consideration mattered. Then, both sides identified interests they had. Next, both sides established common interests such as obeying the law, having a chance for deeper conversation and training, increasing student learning, developing a culture of deeper conversations of why we do what we do, seeing the value in PD/PLC conversation, having quality interaction, protecting student contact time, having quality PD, making sure that we are not meeting for the sake of meeting, and not having a check-list PD, but more of a training process.

Both sides took their common interests and discussed possible options. HSEA had submitted a proposed calendar to administration in addition to the two developed by Administration, plus the "status quo" calendar. Other options were discussed. After much discussion, we reached consensus that that the Board will need to make the calendar decision at a September meeting.

The Superintendent indicated that PD would be somewhere between once a week or twice monthly. The Superintendent committed that PD would not be two days weekly.

Calendar:

We would start school in August on corresponding dates and most likely have a more abbreviated winter break due to where the holiday falls. One option offers a week-long fall break with the semesters unequal in length. One option has the semesters more equal without a fall break. HSEA surveyed on calendar options in May and shared survey results with the administration. The administration also surveyed the community and had over 8,000 responses in the spring. This item became tied to the Professional Development piece. Expect more news soon!

Meeting Attendees:

Administrators:

Superintendent Dr. Allen Bourff
Assistant Superintendent Dr. Mike Beresford
Assistant Superintendent Dr. Jan Combs
Director of Educational Technologies Jeff Harrison
Director of Infrastructure Technologies Tom Kouns
Director of Elementary Education Dr. Stephanie Loane
Director of Secondary Education Phil Lederach
Director of Human Resources and Student Services Gary Zgunda
ENL Coordinator Danielle Riego
Brooks School Assistant Principal Fatima Rich
HSE HS Assistant Principal Doug Harter
HSE Intermediate Junior High Assistant Principal Jeff Iagulli

HSEA:

Riverside Intermediate Teacher, Becky Floetker
Fishers High School Teacher, Brent Freed
Fall Creek Junior High Teacher, Rachel Hiatt
Hoosier Road Teacher, Janet Lee
Fishers Elementary Teacher, Peggy Savin
HSE High School Janet Chandler

ISTA:

UniServ Director Becky Smith

This meeting lasted from 4:00 PM – 6:30 PM. Thanks for reading until the end! ☺ Whew! ☺