

Discussion Notes: July 23, 2018

Job Posting for TDS

HSEA articulated concerns voiced by multiple elementary teachers who wanted to apply for the TDS positions that became vacant in the summer, but since neither position was posted; no opportunity for application existed. HSEA also mentioned that some schools change TDS positions yearly which makes it challenging to develop continuity in working with the teaching staff. HSEA shared its concern that TDS remain as an instructional coach.

Superintendent Dr. Bourff indicated that we should expect to see a shift this year in focus as using the TDS in a coaching role. He also indicated that due to the situation at central office that they needed to move quickly. Currently, administrative jobs need not be posted.

Principal Interview Process

HSEA indicated the importance of teacher participation in the interview process for principals. Dr. Bourff indicated he will draft a process to come back for further discussion, but indicated the process must have some degree of flexibility.

HSE Inclusive Approach to Religious Differences and Holidays

Chief Equity and Inclusion Officer Dr. Erica Buchanan-Rivera presented the attached document HSE Inclusive Approach to Religious Differences and Holidays. She indicated the emphasis on affirming and accepting the identities of all students.

HSEA suggested training for athletic coaches as well. Dr. Buchanan-Rivera indicated she wants this to be a helpful document and for teachers to reach out with questions.

Lilly Grant

Special Projects Director Freedom Kolb indicated that all schools' counseling offices received Gold Star achievement under Guiding All Kids (GAK) last year.

She indicated this year, the grant shifts to a community work focus and will be planning this year for a teacher advisory program. Buildings may continue with their current teacher/counselor teams. Any changes must go through HSEA. Ms. Kolb also stated some council meetings might occur.

Fishers Police Department

Ms. Susan Drumm has some responsibilities with experiential learning. She indicated that the DARE program would be shifting to a more experiential model in order to hopefully to develop relationships with kids sooner. There will no longer be traditional DARE in 5th grade. Families will no longer be charged for DARE materials as a fee. Instead, officers will either meet with all grade levels or individual classes. Fishers Police officers will be present in elementary schools this year in addition to upper levels. Programming will include ALICE protocol, warning signs, social media, and bullying in addition to mental health supports. Our School Resource Officers (SROs) have increased by two to nine total SROs for the district.

School Safety

Mr. Ryan Taylor from Human Resources indicated he might be surveying the staff on school safety. HSEA shared its aggregate results that were included in the climate survey.

Attendees:

Administrators:

Dr. Allen Bourff, Superintendent

Dr. Erica Buchanan-Rivera, Chief Equity and Inclusion Officer

Susan Drumm, transitioning to Chief Data Analytics

Freedom Kolb, Special Projects Director

Ryan Taylor, transitioning to School Safety and Human Resources

Gary Zgunda, Director of Human Resources

HSEA

Janet Chandler, Hamilton Southeastern High School

Becky Floetker, Riverside Intermediate

Brent Freed, Fishers High School

Janet Lee, Hoosier Road/Cumberland Road

Peggy Savin, Fishers Elementary