

## Discussion Notes from November 7, 2016 Meeting

### Professional Development Discussion:

Dr. Bourff shared that a survey would be sent to parents at the end of the week to receive input on AM/PM preference in addition to possible days of the week. Dr. Bourff also indicated that a one day a week YMCA childcare option for employees would exist on whatever day of the week is selected. The Y proposed charging \$11.25 discounted rate per child for staff members.

HSEA raised questions and provided information about feedback it had received regarding the shift from PD in four half days versus PD weekly.

We discussed the merits of. . .

- a) before versus after school
- b) related arts/special ed/subject-area PD
- c) secondary AM childcare issues
- d) athletic PM issues
- e) loss of district-wide PD with significant blocks of time for cross-building collaboration
- f) webinars for teachers to watch, e-learning

Dr. Bourff indicated part-time teachers could be flexible. They would be responsible for the knowledge gained and do some sort of make-up. He indicated he would be flexible.

We discussed how we must bargain the change of what the phrase, "district-mandated PD" would look like under our evaluation system criteria as we have contract language on that. Bargaining cannot start until August 1.

Dr. Bourff indicated parents did not like the ½ day schedule. He also said that teachers need more time for training and to work with each other. He envisions a professional learning community (PLC) environment teacher-led and beneficial to teachers.

Dr. Bourff indicated he sees HSE 21 happening in buildings and wants everyone to be aware that HSE 21 is a process, not an event. He stated teachers should feel good about where we are in the district and the shift in timing for PLCs is to honor the good work teachers are doing and help the district move forward by giving them time to work together. He would like for teachers to be a part of developing the framework for what PLC time looks like.

We discussed the varied definitions for PD and PLC. HSEA shared that many teachers had voiced concern about quality of "sit and get" PD from building experiences in the past. Dr. Bourff articulated his vision of a PLC as teacher led to develop materials that would be beneficial to others in the group rather than "sit and get."

HSEA requested the 7 hours in the Teacher Handbook be removed with the advent of the new system next year. Dr. Bourff indicated it would be considered.

In conclusion, no decisions were finalized at this discussion meeting. This topic will be re-visited (again) next month.

**Calendar**—HSEA raised the issue that no designated day had been allotted to replace the conference attendance evenings. Dr. Bourff indicated that he would look into that.

**Meeting Attendees:**

**Administrators:**

Superintendent Dr. Allen Bourff  
Assistant Superintendent Dr. Mike Beresford  
Director of Educational Technologies Jeff Harrison  
Director of Elementary Education Dr. Stephanie Loane  
Director of Secondary Education Phil Lederach  
Director of Human Resources and Student Services Gary Zgunda  
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  
Fall Creek Junior High Teacher, Rachel Hiatt  
Hoosier Road Teacher, Janet Lee  
HSE High School Janet Chandler