

Discussion Notes from December 5, 2016 Meeting

K-6 Standards Based Grading Percentages

Director of Elementary Education Stephanie Loane presented a change in percentages for report cards for K-6 standards based grading that will go into effect at the beginning of the next school year in August, 2017. The need for the change was highlighted by schools allowing re-takes below 70%.

Beginning in August, 2017

3	Mastered	100% - 84.45%
2	Progressing	84.44% - 69.95%
1	Needs Improvement	69.94% and below

High School New Course Proposal List

Director of Secondary Education Phil Lederach presented new high school course proposals. Some of the new courses also have a pathway to more college credit for students. HSEA questioned about students having to provide their own video equipment in the Interactive Media course. The administration stated that it would be no different than any other course which requires a video element. HSEA also suggested that teacher input and communication between high schools would be helpful prior to course proposal submissions to administration.

Sub Assignments

HSEA requested subs not be pulled from primary grades to cover secondary. Director of Human Resources & Student Services Gary Zgunda indicated he would look into this, but did not sense it was happening. He indicated he had quite a few interviews at the end of this week to hire more permanent subs which should hopefully help.

Teacher Handbook

The Teacher Handbook will be revised. Assistant Superintendent Dr. Beresford presented a list of items administrators would like to revise/clarify and/or add to the Handbook. HSEA will add to the list at the next session. Discussion will then begin on the items with the goal of the new Teacher Handbook ready for the beginning of school in August.

Professional Development/Professional Learning Committees

Superintendent Dr. Bourff provided the results of the parent survey on professional development. Under the concept, students would either arrive 20 minutes later or be released 20 minutes earlier than current time. Teachers would either have to arrive 25 minutes before current contracted time or stay 25 minutes after the current contract time one day per week. HSEA had previously shared the results of its October survey.

Dr. Bourff indicated that Friday afternoon was popular with parents, but he felt would not be a good time for PD for teachers. He views this shift as a PLC model and indicated teachers would need to receive training during second semester of this year prior to implementation to achieve consistent application within the district. He further indicated the PLC model may be too confining and might look at models that address some flexibility. HSEA stressed the importance of teacher buy-in and teacher leadership.

Dr. Bourff indicated the arrival/dismissal change would be once a week to make it easier for scheduling purposes. However, he indicated that the PLC would be most weeks, but maybe not every week.

Both sides had previously discussed many facets of how this change would impact teachers from changes to instruction to increased economic costs and challenges for child care along with the impact on athletics and clubs.

Dr. Bourff indicated HSE 21 requires collaboration and that teachers under our current schedule lack this time.

HSEA inquired if the seven hours in the Teacher Handbook be eliminated with the new PLC model. Dr. Bourff indicated this was an inappropriate time to discuss this concept and reiterated that those hours might be needed with the new shift to a PLC model.

HSEA noted that the flexibility of being a high-performing school system also limits the amount of student flexibility with seat time. Dr. Bourff agreed and stated the benefits of being a high-performing school district allow high school students flex time, final exam time, and possible e-learning days in the future.

HSEA inquired how the success of this model will be measured. Dr. Bourff indicated measurement would come by what he would see at the building level by measuring input and output.

Dr. Bourff stated this topic would be on the Board agenda at its December 14 meeting. HSEA inquired what Dr. Bourff's recommendation would be. He indicated he wanted to speak with principals and his leadership team again. He would not give a recommendation at this time.

Meeting Attendees:

Administrators:

Superintendent Dr. Allen Bourff
Assistant Superintendent Dr. Mike Beresford
Assistant Superintendent Dr. Jan Combs
Director of Educational Technology 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

HSEA:

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