

### **Evaluation**

HSEA articulated discrepancies exist among buildings in the evaluation process in feedback timeframe, initial requirements, and notification of long observations. Assistant Superintendent Dr. Beresford indicated that feedback timelines can be found in the handbook and should be adhered to.

Dr. Beresford further emphasized that teachers should be advocates about evaluation. If you have 120 paid days or more in a school year, you should be evaluated. – make sure to communicate administrator that you need an evaluation. You also must complete the SLO (CLO/TLO) process to advance on the salary range and receive performance pay.

We see this happening sometimes when a teacher has a temp contract in one building and then obtains another contract in a different school building during the same school year. Dr. Beresford encouraged teachers to be proactive to advocate for an evaluation.

Dr. Beresford reiterated that no quota system exists for a set percentage of highly effective or effective teachers. As a reminder, an evaluation committee will be formed for second semester to look at the improving the instrument.

### **Substitute Incentives**

HSEA discussed the possibility of offering incentives or re-structuring sub pay in some way. Director of Human Resources & Student Services Gary Zgunda understood the need for competition. He indicated Admin had surveyed all non-certified employees to assess needs of all employees. Administrators offered suggestions too. We also discussed the importance of relationship building with substitutes.

In addition to discussing incentives, we brainstormed different ideas to increase the size of the substitute pool such as Homeowner Association apps, perhaps a substitute fair, and communication from teacher to their classroom parents to sign up to sub.

### **Administrators**

Mr. Bryan Alig, Sand Creek Intermediate Assistant Principal

Dr. Mike Beresford, Assistant Superintendent

Mr. Sean Henseleit, Lantern Road Assistant Principal

Mr. Reggie Simmons, Riverside Junior High Assistant Principal

Mr. Gary Zgunda, Director of Human Resources and Student Services

### **HSEA**

Janet Chandler, HSE High School

Becky Floetker, Riverside Intermediate School

Brent Freed, Fishers High School

Rachel Hiatt, Fall Creek Junior High

Janet Lee, Hoosier Road Elementary

Peggy Savin, Fishers Elementary