



## **Teacher Advisory Committee to the Superintendent**

### **Meeting Summary Notes: October 11, 2016**

*Meeting Summary Notes are intended to serve as the superintendent's reflection on the discussions that occur during advisory committee meetings. They are not intended to be exhaustive. Instead, they are intended to serve as a general record for our on-going efforts to assess our needs, determine our goals, map out our strategies, and evaluate our policies, procedures and programs. Participants should contact the superintendent if they observe any critical oversight or misinterpretation in these notes.*

Participants present: Stacey Gibson (AHS), Tommy Crawford (MVES), Valerie Humphreys (CES), Cindy Fox (CMS), Becky Johnson (SES), Melissa Nicely (SES), Lorie Bess (Administrative Asst.), Jan Hobbs (Director of Assessment and Accountability), Fred Vaughan (Director of HR and Pupil Personnel), and Eugene Kotulka (Superintendent)

1. Mr. Kotulka reported a good start to the school year.
2. Follow up from previous meeting: Mr. Kotulka reported he discussed the cleaning schedules at MVES with the principal and to let him know if improvement is not seen.
3. Follow up from previous meeting: The American Reading toolkits have been ordered but have not arrived.
4. Follow up from previous meeting: Mr. Alleman is looking into the CMS sound system and what options are available.
5. Mr. Kotulka reported Chromebooks are now being used at AHS. The next group to receive them is the Earth Science class, then the senior English group.
6. Mr. Kotulka reported budget discussions will begin soon and administrators will provide a list of both needed and wanted items for the budget committee to consider.
7. A participant asked for clarification about a new law that states retirees must be separated from the division for a certain amount of time before they can work as a substitute. Mr. Vaughan replied it is not a new law but it states a person must be separated from the same employer for 26 weeks before they can work as a substitute for that employer; however, if it is a different employer, there isn't a time requirement.
8. A participant asked what teachers can do when behaviors in the classroom impact other students' learning and performance in the classroom? They are using the interventions learned from ABA, TDT, Guidance, and administration; however, there continues to be issues that they cannot resolve. Teachers can't focus on getting out of improvement when the behaviors are such an issue in the classroom and these concerns have been discussed in the grade group meetings to administration. Mr. Kotulka replied a student that is repeatedly disruptive must be removed from the classroom and the parents should be

notified to take the child home. He noted there are wrap-around services available if they are needed and the parents are the disciplinarians of the child, not school staff, and the parents have to be involved. Administration needs to be consistent, but disruptive students cannot remain in the classroom, he concluded.

9. A participant stated teachers are asked to state that “100% of their students will make growth” in their Smart Goals, when that is setting the teacher up for failure as some students do not make any growth. If a teacher writes “100% of my students will make measurable progress” on their Smart Goals, and 95% make amazing growth while one student does not, will that put the teacher on a possible Improvement Plan? Mr. Kotulka replied one student will not put the teacher on an Improvement Plan, however, administration does pay close attention to a teacher who consistently doesn’t meet their goals. He explained administrators are available to help the teacher meet their goals.
10. A participant stated PowerSchool for elementary grades should be set for letter grades for specials, instead of numbers, as this is confusing for parents. Mr. Kotulka replied this has been discussed many times before and there are varying opinions on it. He stated it will be discussed at the next administrative staff meeting and mentioned to the Report Card Committee.
11. A participant stated each year more and more meetings, such as IEP meetings, are scheduled during the school day. Because classroom aides have been cut, there is no coverage to attend the meetings and teachers have to juggle their schedules to find coverage. Also, there are some days teachers don’t have a special for planning time. Mr. Kotulka replied he would discuss this with the principals at the next administrative staff meeting.
12. A participant suggested in an effort to boost employee morale, consideration should be given to changing the policy to allow employees to use their personal days after a holiday? Mr. Vaughan explained current policy states accumulated personal leave (4 or 5 days) may not be used in conjunction with holidays (front or back end). (*See ACPS Regulation GCBD-RC.*)
13. A participant asked for the cost involved in redoing the gym floor at CMS as it doesn’t seem fair to cut salary increases but have enough money to recoat a gym floor. Mr. Kotulka explained there are different “pots of money” in a school budget. The gym floor will be paid for out of Capital Improvement funds, which can’t be used for salaries. The cost to do the gym floor is approximately \$90,000 for a new floor. A representative from a flooring company is visiting the first week of November to examine the possibility of repairing the floor vs. replacement.
14. A participant stated it is exciting to have Austin Gibson and Matt Paxton in the schools and they are doing a fantastic job with technology.
15. A participant requested more information be provided in the TAC notes regarding the Responsive Classroom. The Responsive Classroom approach is a way of teaching that emphasizes social, emotional, and academic growth in a strong and safe school community. The approach consists of practical strategies for helping students build academic and social-emotional competencies day in and day out. Responsive Classroom is a research-based approach to K-8 teaching that focuses on the strong link between academic success and social-emotional learning.

16. A participant asked if anything is being done to address the shortage of substitutes. Mr. Vaughan replied he had a 94% fill rate last month. He stated Aesop is very helpful with finding subs but he is continually looking to hire more.
17. A participant asked why some schools are allowed to use Simple K12 to complete the required trainings and others are not. Mr. Vaughan replied it is up to the principal. It was recommended to participants that they discuss this at their Leadership Team meetings.
18. A participant discussed remediation for SOLs or Project Graduation and asked if it is correct that 5 students are required to attend for the teacher to get paid for the tutoring. Ms. Hobbs replied if 10 students are invited, but less than 5 show up, the teacher will still get paid. Mr. Kotulka added we need to see results from these remediation programs.

**The meeting ended at 5:00 p.m.**

**NEXT MEETING: November 7, 4:00 p.m.**

*The Allegheny County School Board does not discriminate on the basis of race, color, national origin, sex, political affiliation, disability, or age in its programs and activities. The following have been designated as the contact regarding compliance issues associated with this non-discrimination policy and compliance with Title IX: Director of Human Resources and Pupil Personnel and Director of Assessment and Accountability. For questions and compliance with Section 504 and ADA contact the Director of Special Education. Allegheny County School Board Office, 100 Central Circle/P.O. Drawer 140, Low Moor, Virginia 24457. 540-863-1800.*