

CSC Meeting Minutes

Monday, December 5, 4 p.m.

Present: Marisa Hudson-Arney (parent); Peggy Batchelor (parent); Jenny Reynolds (parent); Gail Axt (GT and librarian); Anne Sterrett (principal); Robyn Wille (community member); Hunter Brown (TLC Design Committee); Catherine Forington (TLC Design Committee rep.); Annie Witwer (TLC Design Committee); Megan Weber (PTO Rep.).

Discussion:

1. Teacher Leadership and Collaboration (TLC).
 - a. District developed and mandated. Allow teachers to continue their growth and development and allow peer feedback. Every school is required to do this in some form.
 - b. 7 teachers on the design committee. There are choices so the design committee has been working on it. Attended workshops. There are guidelines from District but there is some flexibility. About ½ the staff on the team.
 - i. Teachers are taken out of the classroom to evaluate other teachers.
 - ii. Team leads: ½ time teacher in the classroom and ½ time coaching and evaluations. There will be 2 team leads at our school.
 - iii. Annie Witwer– trying something to work towards innovative learning community.
 - iv. Team leads – would have a group of teachers they work with and coach;
 - v. Team Specialist – data meetings for one level. 3 of these but they don't leave classroom time.
 - c. Platooning situation possible. Job share between teachers. One teacher for ½ day; other teacher for rest of the day.
 - d. 2 extra people (½ time) to be hired. Who will we hire? Most likely ½ time teachers to share the classrooms. Will be a work in progress. Could have 2 team leads share a class and then hire one more person.
 - i. Is this a 1 year posting? Indefinite? Many questions still unanswered.
 - e. Partial rollout next year – 2017-2018
 - f. Staff here generally like the idea of seeing each other teach; but the evaluation part is tougher. So overall they are tentative about this program – being evaluated by a peer.
 - g. The evaluation aspect will be rolled out in parts.
 - h. What are the benefits to the students?

- i. Supposed to help the teachers become better teachers.
 - ii. Concern – taking really good teachers out of the classroom.
 - i. Parent Reps expressed concern over this plan generally. Marisa indicated, from what she had read, there is not enough information to prove it actually does anything and she had real concerns over the idea. Parents generally expressed concern about removing teachers from the classroom and having multiple teachers in a day, especially for the younger elementary students who need the stability of a consistent teacher.
 - i. Peggy asked – what are the benefits to the students? Although it is supposed to help teachers become better and more effective, has this been proven?
 - ii. Seems like this TLC program has been adopted for struggling schools where teachers are not very effective.
 - j. The idea was raised that other schools are only having 1 team lead the first year. Can we similarly cut back to address parent, teacher and Anne’s concerns? Anne will look into this.
 - i. Parents and teachers expressed support for cutting this program back as much as possible and having 1 team lead would be a good way to do this.
 - k. Budget – District pays a portion of the cost – 70%; school pays the other 30%. So this cuts into our budget as well, despite the fact that the district is mandating it.
 - i. Teachers assuming the role of team leads receive a stipend for performing in that roll.
 - ii. District is mandating this but making the school pay for part of it.
 - iii. We can allocate money differently. Find efficiencies in what we already have.
 - iv. We could increase number of students. 3 additional students.
 - v. Anne is meeting with Corina – budget partner - later this week. Hopes to have a couple of proposals to present to staff and CSC.
2. UIP Update
- a. Draft form; still a work in progress.
 - b. Major improvement strategy – master math fact fluency.
 - i. Grouped kids – especially in 4th and 5th for math class.
 - ii. All teachers are pre-testing prior to teaching.
 - iii. All math curriculum is being taught one grade ahead. Using scaffolding where necessary.
3. Other Business
- a. Front Porch Stapleton

- b. Next month SPF – indicators – equity. Next year overall rating will be trumped by equity index.
 - i. Substantial discussion ensued regarding the punishment Polaris was receiving by not valuing achievement as highly as it should be. In addition, when children are already multiple grade levels ahead, it becomes more difficult to grow.