

THE GLOUCESTER PUBLIC SCHOOLS

Our mission is for all students to be successful, engaged, lifelong learners.

Personnel Subcommittee Meeting Minutes

Saturday, March 3, 2012

Superintendent's Conference Room – District Office

9:00 a.m.

Members Present

Melissa Teixeira, Chairperson

Tony Gross, Vice Chairperson (9:23 a.m.)

Jonathan Pope

Administration Present

Dr. Richard Safier, Superintendent

I. CALL TO ORDER

Chairperson Teixeira called the meeting to order at 9:09 a.m. and stated the mission of the Gloucester Public Schools. Mr. Pope stated for the record that his wife is a schoolteacher and that he is attending this meeting for the sole purpose of learning about the new educator evaluation system. If the discussion falls into collective bargaining or strategies, he will leave the meeting.

II. REPORTS/DELIBERATIONS/DISCUSSIONS – Dr. Safier reviewed Appendix A of Part IV of The Massachusetts Model System for Educator Evaluation regarding collective bargaining. He stated that the primary areas of negotiation are the criteria for the evidence that has to be collected and presented by the educator and the impact on student learning. The district will be receiving guidance on model language and model criteria on student achievement from the DESE in July. We will also be working with the union to attempt to agree on teacher performance standards within “a reasonable period of time.”

Dr. Safier reviewed the definitions listed in Appendix C of Part IV and stated that artifacts of professional practice are part of the multiple measures on which educators will be evaluated. He suggested discussing and specifying what that should be and also what the rubric will be for what is satisfactory, which may include lesson plans, curriculum work, and projects assigned to students.

The major categories of evidence are observations, artifacts of professional practice, and measures of student growth, some of which may become unit assessments. These assessments will not be fully complete before September. Chairperson Teixeira stated that the evaluation process is about collaborating with teachers, recognizing their strengths, and assisting those that need help.

There was a discussion about evaluation of the vocational program. Dr. Safier indicated that observations could play a very large role in that process.

Dr. Safier reviewed the type of educator plans and evaluators. He indicated that the role of the supervising evaluator will be challenging at the high school since the program leaders are in the same bargaining unit.

Mr. Gross joined the meeting at 9:23 a.m.

Dr. Safier believes that the program leaders could continue to do what they currently do but that when it comes to evaluation, they could provide consultation to the primary evaluators (administrator) who would carry forward the evaluation. Chairperson Teixeira suggested reaching out to Wareham, an early adopter district, on their approach. Dr. Safier indicated that Reading is also an early adopter and has a workshop coming up on May 3rd.

With respect to addressing the workload of evaluators, the model system states that half of the educators on self-directed growth plans will be on a one-year plan and the other half will be on a two-year plan. Dr. Safier indicated that half of the staff can stay with the old system. There was a discussion about using one of the 180 school days for evaluations.

Dr. Safier noted that the four major standards of rating overall educator performance are based on evaluators' professional judgment. Therefore, the evaluators will need to work together so that there is a common understanding of what they are seeing in the classrooms. He stated that there has been work done on this in the past and that work will continue through the summer. It was the consensus of the subcommittee that the School Committee should not be involved in this training since it is professional development for administrators.

Dr. Safier indicated that there are rubrics for each of the standards, which will have to be negotiated. He noted that the district already has very reputable rubrics from Kim Marshall, but Chairperson Teixeira does not believe those rubrics were adopted. Dr. Safier expects that the district will adopt the rubrics from the DESE.

Dr. Safier reviewed the evidence used in evaluation, which he stated will be part of the negotiation process. He is comfortable having teachers develop common assessments to be used as the basis for evaluation and asking teachers what they want evaluated. The subcommittee discussed measures of student growth being used as evidence and how athletic and art teachers will be evaluated.

Dr. Safier indicated that there will be a training session on March 27th on self-assessment and development of goals. He suggested that the professional development days in the fall be moved up to September in light of the evaluation deadlines.

Dr. Safier reviewed the evaluation cycle. He suggested that teachers be encouraged to develop web pages as evidence of family outreach and engagement. Mr. Gross stated that the School Committee needs to be more technologically linked, as well. There was a discussion about procuring iPads for teachers.

Discussions were held on the timelines for the new evaluation process and the evaluation forms, which will most likely be provided electronically. Dr. Safier reviewed rubrics dated April 8, 2011.

Finally, Dr. Safier recommended that the School Committee seek to adopt the model contract language as developed by the DESE. Chairperson Teixeira questioned whether this should be done in Executive Session. She will speak with one of the early adopter districts to find out how they handled it.

III. EXECUTIVE SESSION

On a motion by Chairperson Teixeira, seconded by Mr. Gross, it was unanimously

VOTED: By Roll Call Vote

Mr. Gross – yes

Mr. Pope – yes

Chairperson Teixeira – yes

To enter into Executive Session at 10:21 a.m. to discuss collective bargaining with the Gloucester Teachers' Association and to enter back into regular session for the purpose of adjournment only.

Mr. Pope left the meeting at 10:21 a.m.

IV. ACTION – None

V. ADJOURNMENT

On a motion by Mr. Gross, seconded by Chairperson Teixeira, it was unanimously

VOTED: 2 in favor zero opposed, to adjourn the Personnel Subcommittee Meeting of March 3, 2012 at 10:57 a.m.

*Maria Puglisi
Recording Secretary*