

THE GLOUCESTER PUBLIC SCHOOLS

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

Personnel Subcommittee Meeting Minutes

Wednesday, May 23, 2012

City Hall – Kyrouz Auditorium

5:00 p.m.

Members Present

Melissa Teixeira, Chairperson

Tony Gross, Vice Chairperson

Val Gilman, First Alternate

Administration Present

Dr. Richard Safier, Superintendent

I. CALL TO ORDER

Chairperson Teixeira called the meeting to order at 5:11 p.m. and stated the mission of the Gloucester Public Schools.

II. REPORTS/DELIBERATIONS/DISCUSSIONS

- A. Performance Standards of Evaluation** – Dr. Safier stated that M.G.L. Chapter 71, Section 38 requires school committees to establish performance standards for teachers based upon a recommendation of the superintendent. There are now new performance standards as a result of legislation passed by the state, 603 CMR 35, specifically the Standards and Indicators of Effective Teaching Practice set forth in 603 CMR 35.03, which refers to the four fundamental performance standards that form the backbone of the new evaluation system. Those particular standards are 1) the Curriculum, Planning and Assessment standard, 2) the Teaching All Students standard, which refers to differentiated and individualized instruction for students, 3) the Family and Community Engagement standard, and 4) the Professional Culture standard. Dr. Safier requested that the subcommittee establish these Standards and Indicators of Effective Teaching Practice as the performance standards for the Gloucester Public School District.

Chairperson Teixeira provided the minutes of the March 3rd subcommittee meeting for Mrs. Gilman’s reference. She stated that the subcommittee reviewed the guides provided by the DOE and had an in-depth discussion with the superintendent on that date. However, they did not take action at that time, and the purpose of today’s meeting is to take action based on that conversation. Mrs. Gilman stated that she has read the minutes and is comfortable moving forward.

Dr. Safier clarified that the contract language is a separate and distinct entity from the standards and indicators that he is asking the subcommittee to accept as the performance standards for the district. The performance standards are now mandated and have nothing to do with collective bargaining. There are potential implications for this process which could have an impact down the road with respect to collective

bargaining, such as the types of observations to be conducted, but the standards are non-negotiable with respect to collective bargaining. On the contrary, the contractual language is subject to the possibility of adoption, adaptation or revision.

III. ACTION

After discussion, on a motion by Mrs. Gilman, seconded by Mr. Gross, it was unanimously

VOTED: 3 in favor zero opposed, to recommend to the full School Committee that the Standards and Indicators of Effective Teaching Practice set forth in 603 CMR 35.03 be established as the performance standards for the Gloucester Public School District. Those standards include:

1. Curriculum, Planning and Assessment standard,
2. Teaching All Students standard,
3. Family and Community Engagement standard, and
4. Professional Culture standard.

IV. ADJOURNMENT

On a motion by Mr. Gross, seconded by Mrs. Gilman, it was unanimously

VOTED: 3 in favor zero opposed, to adjourn the Personnel Subcommittee Meeting of May 23, 2012 at 5:26 p.m.

All reference documents and reports are filed in the Superintendent's office.

*Maria Puglisi
Recording Secretary*