

PERRY TOWNSHIP SCHOOLS
PEA Discussion Notes
September 14, 2017

PTEC Room 210, 4:20PM:-5:15PM (Approximate Time)

ATTENDANCE

Administration: Mike Bagley (PTEC), Bob Bohannon (PTEC), Natalie Bohannon (WV), Vickie Carpenter (PTEC), Dana DeHart (MB), John Ralston (PMA), and Dave Rohl (GV)

PEA: Pat Chambers (PMHS), Amanda Colbert (MB), Kyle Hanefeld (GV), Neil Linville (PMHS), Mark Madden (ALE), Dan Oblon (WV), Rebecca Rissel (GV), Nancy Tatum (PMA), and Diane Turpen (PMHS)

Contract Hours / Staff Meeting Start Times

PEA members have reported that staff meetings are starting before contract time on a regular basis. Neil Linville stated that this is not happening in all buildings, but teachers in different buildings have been discussing this issue with each other. He stated that he understands extenuating circumstances in which to hold additional or longer meetings, but he asks Administration to be respectful of staff time outside of contract hours.

Mike Bagley stated that professional meeting time guidelines are in the Teacher Handbook, not in the contract, since it is not a topic that can be bargained. Vickie Carpenter and Bob Bohannon both stated that the Teacher Handbook lists "Professional Responsibility" as an expectation of professional staffs. They both noted that there is no specific set time for the length of staff meetings and that they be "reasonable" in duration. They plan to have a conversation with principals about the consistency of staff meeting length between buildings. Recently building schedules were changed because staff were staying beyond a reasonable expectation to assist with student transportation.

Kelly Services Update (tabled)

Kelly Services discussion has been tabled.

Transportation Update

Vickie Carpenter stated that bus routes are running 100% better than the beginning of the school year. Tier three still has had some late running special education busses .

Currently, Perry Township Schools is in need of bus drivers. All bus routes are filled with drivers, but there is a long list of substitute drivers who are not available to work when needed. Usually, the substitute driver list includes many who desire a regular route and are available when needed. Potential bus drivers must obtain a Commercial Driver License (CDL), which requires rigorous physical driving and written tests. Administration will soon be sending out flyers to advertise for bus drivers. Perry Township Schools offer a good salary package for drivers and hope that more applicants will apply to drive busses because they live in the community and want to help out.

Cursive Writing

Indiana DOE is required to send out a survey about cursive writing to all Indiana teachers. **Teachers are not required to complete this survey**, which will ask for name and school corporation code.

Perry Township Schools, currently, includes the teaching of cursive writing in our curriculum for Kindergarten through 2nd grade. A set amount of time to spend on teaching cursive writing has not been set.

Grant Disbursement

All Indiana school corporations are receiving Teacher Appreciation Grant (previously Teacher Performance Grant) funds based on ADM. All bargaining unit teachers -- including a percentage of teachers at Southside Special Services of Marion County (RISE Learning Center) and C-9 -- will receive funds from this allocation in January. Following the minimum requirements of the state law, teachers rated "highly effective" will get 25% more than those rated "effective". While exact amounts have not been set, Mr Bohannon stated that he expects teachers rated "highly effective" will receive around \$500 and "effective" teachers will receive around \$400.

Minimum Effectiveness Score

PEA leadership has been hearing primarily from performance and special area teachers that a move to 2.75 minimum effectiveness score would require that more walkthroughs be performed so evaluators can see specific evidence of rubric domains. Specifically the teachers are concerned about the domains of Grouping Students, Academic Feedback, and Teacher Knowledge of Students.

Neil Linville asked why 2.75 was the chosen number rather than another number. Mr. Bohannon stated that the 2.75 number is data driven and that only a handful of teachers out of approximately 900 in the district had ratings around 2.75. Vickie Carpenter stated that teachers are working hard and want distinction for what they do; the goal is to support teachers who are not growing. She stated that there is a big difference between a lesson rated 2.26 and 3.0.

Some possible reasons for a layer of teacher anxiety on this issue could be 1) stipend difference between highly effective and effective rating, 2) fear that the minimum score may be bumped up again in the future, and 3) fear that turn over in Master Teachers may affect teacher ratings. Vickie Carpenter stated that Administration pushes to maintain inter-rater reliability. She stated that every evaluator has to be recertified every year through a tough certification process. The evaluators must go through a lot of training every year before they evaluate a teacher. She stated that the Administration will continue to monitor inter-rater reliability of the evaluative team.

Neil Linville stated that teachers should be surveyed about their views of changing the minimum effectiveness score, similar to the manner they were about Cluster. PEA may conduct such a survey and will share with, and ask for feedback from, administration before conducting such a survey.

Township Building Plans

At the last Work Session, the Board of Education approved an architect to start working on a potential significant building project to increase capacity at the both middle schools and academies by summer 2019. The building plan would accommodate the surging district population in Kindergarten and first grade. Mr. Bagley stated that he is charged with getting this "20 million dollar project done in 18 months without borrowing money." Suggested changes are outlined below:

Southport Academy / Southport Middle School -- SA would absorb eight rooms from SMS and C wing would become part of SA. A new two story addition would be built to the south and east of the current building. At SMS, 10 new classrooms would be built in

the addition so that an interdisciplinary team may be added at each grade level. The buildings will share a fully functional SIP room, Project Lead the Way room, and storage. Parking would be added to the north of SA.

Perry Academy / Perry Meridian Middle School - At PA, additional classrooms will be created from some existing common areas. Some common areas will be left open. Four classrooms, space for another team, will be built to the east of the gymnasium. At PMMS, classroom space will be added to the north of the existing building; part of the dock area and back parking lot will be used. The space between PA and PMMS will be used for a Project Lead the Way room. One team will be added for each grade level.

The current high school buildings can handle the projected student numbers, and Administration at that level can be creative in juggling schedules to make it work if necessary.

Next meeting will be held Thursday, November 9 at 4:20PM in PTEC room 210.