

PCTA Bargaining Meeting
Minutes
March 6, 2018

Meeting called to order 5:05pm

Four topics to discuss at the meeting today. Agenda set by PCSB and next meeting PCTA will set the agenda.

Evaluations – Article 32 The Data Working Group and the Appraisal Advisory Committee worked on this process, looking at the transition to our Focused Model. Paula Texel passed out handouts, article 32. Marzano handout was passed out at our latest Board Workshop which detailed changes as we move to the Focused Model. Moved from 60 elements to 23 elements, 20 must be scored throughout the year. Element 4 must be rated at every observation. We have 4 domains and weighted scores for each. Standards based instruction. Plan was to take this to the Board meeting this month, however due to not having the template from the state, it will be next month.

Revisions were reviewed and discussed:

G. Post observation conference - added timelines, within 5 days from the final evaluation. Teacher can provide further evidence for the elements. The administrator can complete the rating or make changes based on the evidence.

H. A targeted observation is optional for the teacher and must be scheduled within 5 days of the post observation conference. Doesn't have to occur within 5 days of the post observation conference but must be scheduled within those 5 days. Everyone, except probationary, can request one per year and needs to be completed 4 weeks before the end of the year.

Tom Lentz asked why is Domain 2 not included in the observation. A teacher can bring evidence for any element.

Section B discusses evaluations for those who are on probationary contract. They require 3 formal observations, and must be scheduled no later than the 3rd grading period. An observation can occur after the end of the 3rd grading period, but needs to be scheduled prior to the end of the 3rd grading period.

Section C – Annual and Professional contract observations need to occur or be scheduled by the end of the 3rd grading period.

Page 4 - Clarifies that if a grievance is filed the remedy must be able to occur by the end of the year.

Tom Lentz asked that under section B it doesn't talk about probationary teachers having the option of a targeted observation. Probationary teachers participate in 3 formals, and do not have the option of the targeted due to this additional formal observation. We can add to the language that targeted is requested by the teacher (not probationary)

Discussion was held regarding how many elements a teacher can get rated on during each observation. Mr. Feeney stated it gives teachers more opportunities to move up, discussing the elements that you are planning to see and that it is competency based. It was shared that St. John's County is currently the Focused Model and they will have data regarding this at the end of the year.

Question was asked if we look at anomalies between the number of Highly Effective and Effective ratings school by school. Lou Cerreta reviews the data and looks for these anomalies.

Question was asked if highly effective is 3.45 and not 3.50? iObservation is downloaded with these parameters. Paula will check into this and get back with Mike.

Reviewed the process again for scoring and how much each Domain will weigh.

It was shared that one formal be done during 1st semester and the second one during 2nd semester. All observations should be done 4 weeks before the end of the year. Mike suggested that would we agree on a time when the evaluation could be grieved. Will follow up on this.

We discussed professional development for implementing the Focused Model. There will be professional development during pre-school to address the new observation model. Teachers will be given information electronically and a hard copy.

Mike asked if you have a new AP or a school who are unduly harsh, wouldn't that be a violation of the process and grievable. He said that it's impossible to have an A school and not have one teacher that is highly effective. He shared that he had identified 52 schools that the administrators didn't find any teacher highly effective. If there are 18 schools where no one is highly effective, what is the mechanism to remedy that? Paula shared that we will take a closer look at that issue. What determines what administrators need extra support? All administrators must be certified to complete evaluations. If they don't pass this process they may not complete any observations until they take further professional development and are able to be certified. If a teacher feels they are not evaluated fairly, can they request another AP team evaluate them? Mr. Feeney stated that a majority of principals would be open to discuss that as needed.

It was shared that walkthroughs can count for Domains 1 and 4.

A video will be shared with all staff during pre-school to discuss the Focused Model.

School schedules/Planning – Article 27 #2, A&B This is the time to rewrite, clean up this section. Structured planning and uninterrupted planning, standard based planning methods.

Reviewed the current language and discussed various proposals. There was much discussion with the group on this topic, mainly dealing with elementary vs. secondary. Discussion on what is structured planning was held. At the end of a lengthy discussion, one asked is there a way to leave what we have and redefine it? Also asked was could we make the faculty meeting count as one of the 45 minute meetings?

Maybe mandate a PLC once a month and this would fix this.

Supplements – Article 45 – Laurie Dart stated we will pull the supplement section out and call it an appendix.

Allocations to Supplements:

\$320,000 – 2015/16 School Year

\$107,414 – 2016/17 School Year



\$166.000 – 2017/18 School Year

There are random areas in Article 45 referring to supplements, we would like to rewrite Article 45H. In the spring the Supplement committee agreed to revisit the options.

Grievance Procedure – Article 7, Section D, Level 3 - We would like to adjust the timeline for filing an arbitration from 90 days to 30 days.

Tom Lentz asked when does the timeframe start? Laurie Dart stated the timeline would start when the grievance is filed. Tom Lentz stated they will discuss it.

We will email dates for the next meeting.

Meeting adjourned 7:30pm