

Roles

Facilitator: Betsy O'Hara

Minutes: Joey Bullock

Timekeeper:

Norms

- Be on time and use a timekeeper to ensure we end on time (4-5pm).
- Mute your mic when you aren't speaking.
- Student centered, teacher driven conversations.
- Submit agenda items no later than Monday before Thursday meeting

Agenda Items:Opening and welcome:

- **School Culture**-Meet with principal to talk about school culture and figure out how you can help make it better. Especially with teacher turn over lately. Improve it the best we can. Communication, positive affirmation,

"It's not the best," from a few people regarding school morale. Lots of staff changes... has made it hard.

Several shared ideas like "souper" bowl lunch, raffles, fun staff meeting with food and fun, coffee cart, carnival, celebrations, Steven Froster-set expectations for how we work and talk with one another. Change the language, instead of my my my, our school. Feeling, trust, open communication, specific pats on the back, kudos without a goodie bag, words of encouragement, thank you notes on facebook, If we enjoy our jobs, and be positive, our students will want to be there too. Students must be recognized as well as teachers. We must acknowledge student achievement, that we notice they are working hard and trying. Approach principal or SIT and talk about this.

- **Covering Classes/Personal Days**

Coverage pay was a way to recognize the extra work we were doing, started at HS and then available at middle and elementary. Situations where it didn't fit the box-like elective teachers... Principal meeting today- asked principals to make sure when making assignments, that teachers are aware of what they will be paid. Teacher needs to know what the extra pay will be before they are asked to cover so there is not a surprise at the end of the month. Steven: We don't want it to be more complicated. Want to be equitable. No answer for the "doesn't fit the box" situations. Intentions were good.

Rates have been raised by about 8\$ or so. Shared with principals today. Up to 31.75\$ per day for coverage up from 25.75\$

Improve sub pool: updated rates- 80\$ non-cert and 103\$ cert. before January to 104\$ and 127\$ You can see it's been significantly upgraded to match New Hanover.

Discussion continued about different situations of coverage needs. Different subjects, behavior issues, huge class sizes in some cases. If you have questions, ask admin at your school.

Personal Days- If you take a personal day on a work day, you must provide a reason on RA form so you don't get a deduction. Any reason will be fine. Just put a reason on there, they aren't going back and checking on you to see what you're doing. You'll be in compliance if you put a reason. On student days-you must provide a reason if you don't want the full sub pay deduction. In policy it reads- if you turn in paperwork 5 days in advance-not required to provide a reason? Steven says that is Not right? It needs to be updated.

Can personal day be denied? If there is no sub, yes. But admin won't most of the time.

This is all a state policy, not district policy. See 5.1 in policy. No longer the 50\$ deduction as long as you list a reason for personal day. If audited, there has to be a reason on the RA form. If you don't put a reason, it's the full cost of the sub. Questions? Email Mr. Foster.

## ● Student Learning

BOE meetings: always some who say teachers aren't teaching and students aren't learning. We need to share with the public that we are teaching and students ARE learning. Betsy wants to share that we ARE teaching and learning. Betsy will interview teachers and students and do some recording of classes. Send her ideas for teachers she can visit or send videos to her to share during BOE meetings. Dr. Oates- Even during a pandemic, BCS EVAAS scores across grades and subjects, everyone has met or exceeded growth. Commendable! In spite of everything we have been through the past 2 years.

Take pics and post on school facebook pages. Data will prove that teaching is taking place.

## ● Parent Involvement

From survey:

86% good job encouraging parent involvement

61% parents support teachers

64% parents are influential decision makers

86% communicate 3 hours or less per week

Parenting classes? Virtual? Math classes for parents? Get them more involved in as many ways as possible. This is going to be discussed at the next PAC meeting next month.

**OTHER:** EVAAS is out, BYOD wifi

County will not release individual teacher's EVAAS scores, some teachers are concerned that the scores are out there but not being shared.... Not being kept from us, but DPI shed light on it. Inaccurate data... may show inflated or deflated data for individual teachers. Data will be shared with principals and they can share info with teachers if they choose to. Dr. Oates will send out the info about this. Mrs. White: principals can share personally. It just won't be in our portals. One concern is all the varying learning models across the state. Home, virtual, 5 days, 2 days per week, etc. Schedule time with principal to discuss your score if you want to.

BYOD does not work. Teachers NEED Internet. It's beneficial to have access. If it doesn't work, is it dangerous? Big difference was the fact that we used to be able to connect to BCS and now we cannot, BYOD is too locked down and we are not able to do things we need like email, chat, remind, contacting parents, office communication (PE dept), etc.

Molly will contact Debra, Betsy remind her.

- **WINS-** lots were shared throughout the meeting especially during school morale discussion.
- **Questions/Concerns**

Move to next month: