

PERSONNEL COMMITTEE MEETING MINUTES

October 9, 2020

Members Present: Lisa Johnston, Meredith Sauer, Kathy Willis

Others Present: Director of Human Resources Joyce Greenwood-Aerts, Superintendent Mark Holzman

The meeting was called to order by committee chair Lisa Johnston at 8:30am

Policy 8210: School Calendar

Superintendent Holzman shared with the committee a recommendation (provided by NEOLA) to revise Policy 8210: School Calendar. The recommended revisions to the existing policy would allow the MPSD to count instructional minutes when such instruction is provided virtually during a school closure for days such as inclement weather, in-service days, parent teacher conferences or other reasons (ie., a pandemic). Kathy Willis made a motion to move forward to the full board a first read of policy 8210, 2nd by Meredith Sauer.

Employee Work Location During Full Distance Learning

Ms. Greenwood-Aerts reviewed the document that was shared with all MPSD staff regarding information related to work location during full distance learning. Staff will not be required to work in their respective building unless their duties are considered essential and require them to be in the building to perform such tasks. From a health and safety perspective, the district's recommendation is for staff to work remotely. However, we also want to trust/respect our professionals and provide them with the *option* to work from their respective building if they choose to. Teachers/professional faculty who choose to work from their building will need to follow all established health and safety protocols. In addition, for purposes of potential contract tracing and cleaning/disinfecting teachers will need to notify their principal if they will be working from the building.

Teacher Evaluation System - Educator Effectiveness

School districts statewide are required to have a system in place to evaluate their teachers. The goal of the evaluation system is to grow and develop our teachers, and to provide meaningful feedback for continual improvement to instructional practices that ultimately positively impact our students. The MPSD collaborates with CESA7 and utilizes the James Strong model for Educator Effectiveness which includes goal setting, observations, feedback from principals, providing evidence of meeting standards, etc. etc. Due to the pandemic, the state is allowing school districts the option to request a waiver for Educator Effectiveness for the 2020-21 school year. Ms. Greenwood-Aerts, along with fellow EPIC Joanne Metzen, drafted a plan with numerous recommendations to modify the requirements/expectations for Educator Effectiveness for the 2020-21 school year. Superintendent Holzman explained the next steps in the process: 1) additional information will be provided to the board on the recommended modifications, 2) if the board supports the recommendations a public hearing would need to be scheduled, 3) after the public hearing the board would have the opportunity for further discussion and subsequently take action to allow administration to apply for a waiver to modify the components/expectations of educator effectiveness for the 2020-21 school year.

Teacher Exit Interview Surveys

Ms. Greenwood-Aerts shared the results of the Teacher Exit Interview Surveys. There were a total of 38 teachers who left the MPSD (9 retirements, 29 resignations). 18 out of 38 (47%) exit surveys were completed. Teacher turnover data was shared from the previous three years and although up slightly, there is little change in teacher turnover in the past four years. Teacher turnover in the MPSD is within the range of average turnover across the state, as well as, in our region of the state. Ms. Greenwood-Aerts shared that it is challenging to find information on teacher turnover and the data that is available is 2 - 3 years old. Ms. Greenwood-Aerts will contact other school districts to gather any available data on teacher turnover as a means of comparison. All exit survey questions and responses were shared with committee members via a

slide presentation including highlighting celebrations and possible areas of growth. Ms. Greenwood-Aerts summarized all written comments and shared common themes regarding what our exiting teachers believe the MPSD is doing well and potential areas of improvement. Kathy Willis made a motion requesting that the personnel committee be allowed to go into a closed session meeting to review all individual survey results including access to all written comments. There was no 2nd to the motion; therefore, the motion was not moved forward. With regard to the committee having access to all exit survey results, there was further discussion and concern expressed about confidentiality, public access, the role of committee members in this process, etc. Kathy Willis communicated she reached out to Barry Forbes at WASB with regard to clarification on employee exit survey results as it relates to the legality of committee members, board members and members of the general public having access to such information. She indicated she would share what she learned from WASB on this topic with all committee members.

The meeting was adjourned at 10am on a motion by Meredith Sauer and 2nd by Kathy Willis.