

**Teacher Working Group Meeting
West High School Library Classroom
Monday, February 17, 2014**

Attendees:

Dr. Jim McIntyre, Superintendent
Eric Aguilar, Chilhowee Intermediate School
Jekia Allen, A.L. Lotts Elementary School
Glenn Arnold, L & N STEM Academy
Abigail Buczynski, Cedar Bluff Middle School
Kelly Clemmer, Gap Creek Elementary School
Tanya Coats, KCEA President
Mark Duff, Halls High School
Jessica Holman, Inskip Elementary School
Lauren Hopson, Halls Elementary School
Wandy Lacy, Farragut High School
Tenisha Marchbanks, Bearden Middle School
Jessica McDonald, Vine Middle School
Valeta Norris, Central High School
Suzanne Sherman, Hardin Valley Academy
Heidi Walsh, Christenberry Elementary School
Vanita Williamson, Karns Middle School

Introduction

- Dr. McIntyre thanked group for their commitment to serve for the remainder of the school year

Reactions to Recent Action Steps

- One teacher shared disappointment with the number of assessments that were addressed, that a quicker decision was not made about an observation “window,” and that the length of the window was not shorter
- Several teachers stated they were happy with the action steps because a lot was done in a short time; felt the Superintendent was listening; acknowledged that it was difficult to make changes mid-year
- Several teachers shared they were hearing mostly positive feedback and that many teachers experienced good relief; felt stress levels had definitely changed
- Several teachers acknowledged that all actions did not apply to everyone; but at least some did

Communication

- Group requested communication about meetings and/or meeting notes be shared with all teachers
- Would probably help to publish meeting agendas
- Some felt it appropriate to continue to share information at Board Meetings
- May be helpful to have other KCS staff members present for information purposes

- May be helpful to have several small working groups meeting with their specified area supervisors/directors – would give more teachers opportunity for input/feedback
- Some concerns expressed about differences between elementary, middle and high school levels; ex. concerns of elementary school teachers very different from those of high school teachers
- Important for teachers to feel free to express thoughts, share ideas and give feedback – smaller groups may help, but need to mirror these meetings

Future Suggested Meeting Topics

- APEX – concerns that what earns “leadership” points at some schools doesn’t at others; concerns that some teachers simply cannot take leadership roles because of family situations; concerns that some people just pursuing the money, not what’s best for their students; now that strategic compensation is in place, some may answer questions about how APEX is earned differently-may want to do additional survey; concerns that using school-wide scores for teachers who don’t have individual scores may be keeping some from earning APEX
- TEAM – desire for clarification/more training for teachers and evaluators on how to use rubric; modifying rubric to fit specific areas/related arts; consideration of other evaluation models; concerns that rubric does not fit an hour long class – meant for use with block schedule; concerns that evaluators may not have knowledge of area being evaluated
- RTI/RTI² and Special Education
- Coaching structure; coaching roles
- PLCs
- Teacher autonomy
- Assessments – Required vs. optional; PARCC technology concerns
- Project based learning
- Professional Development – desire for more teacher led PD; strong feelings that PD needs to be geared toward what’s best for students, not toward rubric; more PD options
- TEAM vs. TAP

Wrap-up

- Dr. McIntyre will send meeting information to all staff; forward ideas for March meeting to group; set agenda
- Group wants to solicit information about teacher concerns, but wants in a constructive way