

**Teacher Advisory Committee Meeting
West High School Library Classroom
Thursday, April 10, 2014**

Attendees:

Dr. Jim McIntyre, Superintendent
Rodney Russell, Director of Human Capital Strategy
Morgan Camu, Director of Strategic Planning
Eric Aguilar, Chilhowee Intermediate 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
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
Lindsey Stinnett, West High School
Heidi Walsh, Christenberry Elementary School
Vanita Williamson, Karns Middle School

Topics of Discussion

- APEX/Teacher Compensation
- FY 2015 KCS Budget
- Draft Outline of 5-Year Strategic Plan

APEX/Teacher Compensation - Review

- Based on teacher input
- School of Excellence Award - \$5,000-\$10,000; Teacher Performance Incentive - \$1,500-\$2,000; Lead Teacher \$2,000-\$2,500; Administrator Performance Incentive - \$1,500-\$2,000
- Not meant to be punitive, but recognize teachers for hard work
- Teacher approval rate increased from year 1 to year 2
- Teachers doing what they normally do are able to earn a bonus
- 55% of teachers earned an APEX incentive for the 2012-2013 school year
- TAP falls within APEX portfolio as well

APEX - Comments/Concerns

- Incentive money is good
- Some teachers feel school-wide scores or other factors make it impossible for them to earn an incentive
- Some related arts teachers would like to see personal data considered at a higher percentage on the rubric
- Some frustration with list of "leadership" roles; perhaps list should include more things and/or be more equal systemwide

- Some teachers feel continuity from school to school is an issue
- Some concern that teachers take on leadership roles just to earn points
- Some concern that there are not enough leadership roles to provide every teacher opportunity
- Some principals have liked seeing teachers step-up and take on leadership roles
- Some teachers have issues with wording on APEX rubric; want to make sure wording is encouraging not discouraging
- Some feel incentive money causes rift between teachers who earn incentive and those who do not; may create tension at some schools
- Some feel that teachers of non-tested areas could help in areas that are tested
- Some feel those not receiving incentive voice negative aspects louder than those teachers who are receiving and appreciating incentive pay
- Some school staffs do not discuss APEX incentive at all; makes it hard to know if overall feeling is positive or negative
- Some belief that related arts teachers and newer teachers are among those that feel negative about APEX
- Some concern that some teachers are getting incentive without earning it due to consideration of school-wide data
- State is rolling out more opportunities/options for related arts teachers
- Some perception that related arts teachers at high performing schools are “sitting pretty” while related arts teachers at high needs schools find it extremely difficult to earn incentive
- Some have heard suggestion that incentive money should go to school instead of individuals; might make teachers help one another and/or work together to earn instead of being divisive
- Some do not want observation scores to be included on incentive rubric, but strategic pay for individuals who go above and beyond with all student-centered work/roles included
- Some feel many teachers appreciate incentive, but do not voice opinion because they do not want to make others feel badly
- Some fear that teachers who do not receive incentive pay feel discouraged, demeaned

APEX – Suggestions on Future

- Stop and re-design?
- Continue and re-design over next 2-3 months for 2014-2015 school year?
- Continue and re-design over longer time with modifications to take place for 2015-2016 school year?
- Group consensus to continue APEX while taking plenty of time to re-design for 2015-2016 school year
- Group consensus that it would be disruptive to enact changes at mid-year

FY 2015 General Budget

- Board of Education will vote on budget proposal April 14, 2014
- If approved, proposal will allow investments to teacher salaries, preserving teacher positions, instructional coaches, technology, Career Magnet Academy
- In light of removal of teacher salary increase from State’s budget proposal, Superintendent McIntyre’s recommendation for the KCS FY 2015 budget will include a 2% base salary increase for teachers
- Proposal would require approximately a \$3.3 million increase from Knox County

Draft Outline of 5-Year Strategic Plan

- Some like idea of parent resource center, but would want significant effort put forth to engage more parents
- Some feel student supports must focused

- Some belief that majority of plan should come mostly from teacher input
- Some belief that most teachers want a comprehensive focus on the whole child; some feeling that Common Core Standards are edging out related arts
- Some feeling that decreasing class-sizes and/or investment in more classroom teachers should be included in plan
- Some would like additional investment in discovering how to close achievement gaps
- Some liked idea of central office employees spending more time at schools/in classrooms
- Some felt positively about a mid-career principals academy since principal job has changed significantly; some feeling that an academy could be viewed as punitive; would be determined by how implemented

Wrap-up

- Group asked to give further consideration and provide further input for Strategic Plan by emailing thoughts to Morgan Camu