

Policy Committee Meeting

Minutes

August 27, 2013

Present: Jim Martin, Chair, Susan Evans, Christine Kushner, James Merrill, Kevin Hill, Jonathan Blumberg, Board Attorney, Tom Benton, Bill Fletcher. Staff Members Present: Cathy Moore, Todd Wirt, Ruth Steidenger, Stella Shelton, Darryl Hill, Doug Thilman, Brian Pittman.

Welcome and Introductions

- Jim Martin called the meeting to order at 3:04PM and recognized the agenda for the day. He stated because we have a quorum, we do not need to deputize a member. We will continue to do brainstorming on what we want to tackle this year goal setting.
- The agenda was approved.

Review Board Policy 3610/4510/5040-Professional Learning Teams

- Cathy Moore presented the changes to the policy. She mentioned that this was brought to SLT several months back. She stated the policy has gone through major changes; under **The Superintendent shall:** Number (2) is completely removed. Number (3) Added in Provide "*the board*" data that demonstrate the fidelity of implementation and impact on student achievement.
- Jim Martin asked about reporting. Cathy Moore added that it takes to long reporting it twice a year and that there is value in the information in the working conditions survey. The reporting to the board is kept updated. Tom Benton asked if we can sell the community an actually need for this and what is our expectation to meet weekly or monthly.
- Discussion on: The Board Shall #1. Strike through: "*Provide weekly time for schools to operate.*" Add in "*Support schools in operating*" as a collaborative community of learners.
- Jim Merrill added that he does not feel we will be able to provide weekly conferences.
- Kevin Hill noted the 1000 hours of instruction time needs to be updated to 1025 hours.
- Cathy Moore added that schools figure out a common planning time during the week. Provided it says, we are giving them a time. Jonathan Blumberg added that he agrees it reads more like an R & P and we should support time to develop PLT's. Cathy Moore added to take out responsibilities and to leave the top two paragraphs.
- Discussion on the wording; *The Board Shall* and *The Superintendent Shall*.
- Tom Benton responded to be careful about shortening this to the point that school staff would interpret that we are no longer emphasizing the need for this. PLT's are critical.
- Susan Evans added we set the expectation and the Superintendent needs to make sure this has happened.
- Bill Fletcher asked what is the outcome we want this activity produce and how do we become informed that it is being successful or it is not. To provide professional development, peer leadership, reflection on teaching practices, collaboration on individual student challenges for learning. What would we see if they are not being successful? Jim Martin asked if this is being implemented effectively and are the area superintendent's responsible. Jim Martin asked if they should, there even be a PLT policy.
- Susan Evans brought up the Teacher Working Survey-Teaching staff feels that they are being supported. Cathy Moore said that we have not been gaining anything new from these surveys. She summarized to rewrite this to a short policy that demonstrates the value, the belief, and directing us to implement. Revise R&P as needed for that implementation.
- Kevin Hill added to be careful if effective or being implemented with fidelity.

- Jonathan recognized the first two paragraphs starting with WCPSS and suggested to change to *the board strongly supports the implementation of PLT's. Implement policy with fidelity.* Cathy and staff will discuss and decide.
- Tom Benton asked if we need to put any kind of statement that would provide teachers release time to do this.
- Jim Merrill added this would be a budget issue. You are going to write policy that requires something that will set you up at budget time.
- Jim Martin stated that we are moving in the right direction.
- Cathy said they would rewrite it, bring it to SLT again, and bring it back.

Review Board Policy 1326-Public Participation at Board Meetings

- Jonathan Blumberg presented the changes to policy Number (10) stating the language was too restrictive and suggestive language refrains from discussing confidential information. Speakers, including students, may discuss issues and matters of general concern for students, but should refrain from discussing confidential student information.
- Kevin Hill asked to remove the words in Number 10, "to students."
- Bill Fletcher-gave an example of student speaking at public comment. Concerned the line would be crossed. This gives clarity of that line.
- Jonathan Blumberg added that confidentiality issues should be addressed separately. 27:57
- Jim Martin added many times an issue might not need a policy, but to talk to a person. Address to appropriate WCPSS personnel, through the grievance policy or other applicable processes. Three possible directions. Are there any other issues related to this policy
- Jim Martin made a motion to take to the Board, for First Reading. So Moved by Christine Kushner. All approved.

Policy 5532-Acceleration and Academic Advancement 30:00

- Jim Martin opened discussion for staff to look at this. Invited staff to come to the table. Mentioned that the AIG audit was the one that was highlighted and to give this some attention. What is staff looking at in terms of policy and how are the board members looking at policy? How should it integrate, how should it not integrate? Table opens for discussion.
- Cathy Moore added that 5532 is says that we support forms of accelerative practice and academically advancement. School Based Committee for Gifted Education. Middle grade credit, participation in high school level courses and receiving credit. Based on state board policy. A & B
- All students should receive differentiated instruction. Acceleration can occur through regular instruction it does not have to be something different. Resources at school and how they help support this happens. Cathy continued on B- Forms of Accelerative Practice include Options for recommended forms of acceleration 1-13.
- Bill Fletcher-Asked if there is a model policy from somewhere else.
- Ruth mentioned they looked at Ohio as one state as a national model. Also researched other state policies in line of what the audit has asked us to do.
- Kevin Hill asked if the #10 General Assembly by a certain date high school kids have to take an on-line course. Todd Wirt replied that they approved a working group to develop a study around that.

Discussion on policy 5532 A 1 & 2 continues around the table.

- Todd Wirt added the major focus of the plan we referenced several times is focused on A 1 & 2, program delivery in the classroom, equitable identification. Provide best practices for delivery of AIG services in the regular classroom.
- Susan Evans added that we do not have a policy that addresses on how we address differentiation.
- Jim Martin added when people talk about acceleration they have a specific idea. A single subject or whole grade acceleration. Person looking at this policy is looking for something different. Maybe realignment and breaking this up into a couple different policies.
- Tom Benton brought up concerns of having middle school students taking English 1, second language, science, and social studies, for high school credit.
- Cathy responded that there is a link to the concern you are expressing and the recommendation in the audit on how we resource schools. To look at needs and not just the number. Ruth Steindinger added Action Plan 12- recommended to look at performance-based budget. Where do we have need to supplement. Discussion on number of courses a school offers is directly correlated to the number of students.
- Jim Martin added in looking at the recommended forms of acceleration. Grade Telescoping? We receive many emails on Whole Grade Advancement and Early Entrance to Kindergarten. These may deserve an actual policy. Discussion continues.
- Kevin Hill added that there is specific written information for Early Entrance to Kindergarten for principals. 48:26
- Cathy added that there may be some need for another policy on general differentiated piece or somewhere resourcing will be addressed. Not sure on breaking each of these up into separate policies. Some are more appropriate for something than other we can end up putting criteria in policy; criteria should not be in policy, general statement that we recognize the need for these things. We may not use all of these. Depends on student, school, and content area. The audit suggests the language in this policy does not do it all, which is the work we are engaging in.
- Christine Kushner addressed a question to Ruth. Ohio having a model policy, did audit committee provide other examples on what other policies look like? Should we start from scratch? Ruth responded the audit writers did not provide us with any examples. We have done our own research. It will look very different based on what we have been told.
- Todd Wirt added that we reviewed Ohio. Theirs are statewide policy and criteria. Have extensive model on how they identify giftedness in other ways than the traditional reading and math.
- Susan Evans asked for clarification on #7- Concurrent Enrollment for Content Area Needs. Cathy replied a child enrolled in biology and earth science at the same time.
- Bill Fletcher asked for understanding on how this policy will not make two school systems within the same building. How do we stretch kids to explore what is possible and avoid the temptation to impose a perception of their limits?
- Jim Martin added that studies have shown AIG type instruction is good for all levels of instruction. AIG type instruction even to kids who need remedial help. AIG mentality does you better for remediation than most of our remediation interventions. This should not just be limited to the top student.

- Jim Merrill- philosophically, you are talking about what we want every teacher to do with every child in every class. Move them up. It really is the essence of what we do. First paragraph is more specific. I do not think you can do both with one policy.
- Cathy Moore referred to the type of language about meeting the needs of all learners could be found in the teacher duties and responsibilities policy that list the 5 standards in the teacher evaluation instrument.
- Jonathan Blumberg clarified there is an active effort to come up with a plan.
- Jim Martin summarized that we need a different kind of set of policies to meet the needs of the audit. He added that this was a good discussion. 1:01:03

Agenda Item 4: Review Board Policy 5611-Middle School Math Placement

- Jim Martin-The whole purpose was to have conversation. I do not necessarily see looking at the Math Placement Policy unless someone has something burning they want to ask about it.
- Bill Fletcher said the responsibility is in the school building. Central office sets the standard and school people implement.
- Jim Martin added the policy gives guidelines about looking at data, criteria are appropriate, and how students are progressing under these models.
- Todd Wirt added that Mr. Hill and Mr. Pittman would get data back in October and this will help inform our work, plan of action would be to look at data and come back to student achievement committee to discuss the criteria and where students are advancing. If that means a change in policy then we would look at that. Our goal is to look at early in the school year and provide some direction to our schools. Jim Martin added that getting the word out early is critical.
- Jim Martin asked to board members and staff is there Policy issues we want to place on docket for next year?
- Jim Merrill added there would be a document coming to the board called a *Quarterly Forecast*. It will show you what will be coming up in the next three months. Any items coming to the board's agenda. Any items that are administrative that will not be board agenda items. Window to look for the next three months-framework for future discussions. For the full board. Intent is what is missing, a planning document. Help to shape agendas on a monthly basis.
- Jonathan Blumberg commented on the equity policy keeps coming back up. A broad vision policy. Many updates from the legislator. We had a lot to look at for policy and R&P.
- Bill Fletcher added the issue with equity is a big important issue-Question directed to Dr. Merrill. What each of us on the board think what equity is? Do you have a process to lead us through the discussion and involve our publics?
- Jim Merrill responded that he has talked to each of them on their vision of what that position is and he will be shaping that position/ job description. It can become policy once we agree on what it looks like. Shaping of job description can become very public through advisory groups.
- An agreement on what equity will be for us. A process I see that can get us there.

Discussion of equity continues around the table.

- Jim Martin anything else to get on table. I encourage all board members and staff to think long term.
- Christine Kushner added the quarterly check-in is a good idea.
- 4:28:32/1:14:22-Adjournment

Respectfully submitted by:

Dr. James Martin, Policy Committee Chair

Date

Dr. James G. Merrill, Superintendent

Date

Jan Macpherson, Recording Secretary

Date