

# St. Sebastian Education Committee Meeting Minutes

February 20, 2014

**Attendees:** Joel Agacki, Kim Berner, Joe Desch, Donna Dorschner, Paul Hohl, Audrey Keppler (excused), Kathy Kirkpatrick, Maureen O'Meara Rowen, Reanna Ottoson, Jill Schmid, Leah Sealey (excused), Cheryl Warner, Sheri Rick, Sue Goeden, Megan Luke, Jen Thayer, Amy Kozina, Mary Jo Knapp

**Call to Order:** The meeting was called to order at 6:30 pm. Opening prayer and snacks were provided by Reanna Ottoson

**Approval of Minutes:** January 2014 minutes were approved.

## **Committee Reports:**

Parish Council: Interim faith formation director Ed Dunklee has been hired as of meeting date. Parish priest transition is going well and on track.

### Home and School Report

Common Core Alignment Sub-Committee: We are monitoring state-wide discussion about a different version of the common core that may be proposed.

## **Old Business:**

ACE: Arch offered support for strategic planning which was accepted. Joe to call Marquette University Catholic Leadership director Thomas Kiely for next steps. Arch may be able to provide some support for long term accreditation goals.

Performance Pay Proposal: Second part of performance pay – presented to teaching staff on February 19<sup>th</sup> – was presented to Ed Cmte. Motivation is to reward outstanding teacher, not penalize underperforming staff. Some Teaching staff was concerned and had questions about proposal. Several teachers voiced concerns with performance pay including the following:

- It only works with minimum 40K base salary.
- Incentive amounts and teacher motivation could both suffer with economic instability.
- Staff feels unified currently; competition for incentives could divide staff
- Test score based incentives rely on student performance which, given students' individual academic circumstances, could unfairly affect teachers' evaluation.
- The administrative time required to document individual teacher could take away from class prep time.
- Unequal resources, smart board availability for example, make for a playing field that isn't level.
- How would part-time teachers, specialists and those without classrooms be evaluated; same as full-time teachers with classrooms?
- Why wouldn't all teachers receive an equal portion of the available economic pot?
- Since available funds are tied to enrollment, what happens to performance pay if student body shrinks?

It was suggested that if performance pay model is adopted, then review and evaluation system, and detailed job descriptions and expectations from teachers should be in place from day one. Paul presented individual points for 'status quo' versus performance pay system. All teachers are currently on Arch 'step' plan. Under both proposals, teachers would receive pay increase. If available funds total less than 10K to 15K, then performance pay proposal isn't economically viable. It was noted that if performance pay proposal was adopted and was unsuccessful, it would not be repeated. Adoption of plan also means that under tough economic circumstances, teacher incentive 'pot' would be first priority. Performance criteria on which reviews and resultant incentives would be based were reviewed. General consensus was that they were not clearly defined. Teacher contracts are issued April 15<sup>th</sup>, so a direction for or against must be determined over next two Ed Cmte meetings. An informal poll among Ed Cmte members and several people who spoke were uncomfortable agreeing to performance pay proposal as of meeting date. Mock 'trial' period was suggested to work out bugs and determine performance pay program feasibility in upcoming academic year. It was decided that Paul would develop proposal and performance criteria more fully for Ed Cmte review and for next two committee meetings. Teachers that were in attendance for this meeting were asked what form of performance pay *would* be acceptable if the framework of what was discussed was not. Teachers were asked to provide written commentary and ideas to Ed Cmte within two-weeks following this meeting.

*Make-Up Days for Weather:* St Seb's is required to provide 1050 minutes of education to students, and as of meeting date we are projected to meet minimum. It was decided that families should be informed that school's standards exceed minimum requirement. It was suggested that families receive a list of online resources toward which they might direct their children's attention in the event of future snow days.

*New Ed Cmte Nominations:* Nominations for retiring Ed Cmte members were discussed. List authored by Leah of committee member term status was distributed by Joe. Each current committee member was asked to provide two potential nominee names for discussion by next March Ed Cmte meeting date.

### **Principal's Report:**

*Choice Notes:* It was noted that state senate and house accountability bill has been adopted, though implementation date is TBD. 'SIS' (Student Information System) data reporting program is to be part of accountability bill. How the 'SIS' program is to be implemented, who implements it and how it's paid for is unclear at the moment. 2015 / 2016 compliance is likely; 'SIS' program may have budget implications due to potential purchase requirement. New Summer Academy guidelines were discussed. Given requirement for nineteen consecutive days of attendance by choice students to maintain funding, more stringent guidelines with regard to absences will be instituted.

*100<sup>th</sup> Anniversary:* 100<sup>th</sup> that have already occurred include mass with Archbishop, Catholic Soles walk, 100<sup>th</sup> day of school and associated pictures (that were posted on the website). Upcoming events include anniversary fish fry on March 7<sup>th</sup>, sporting event, alumni staff get-together next week, 100<sup>th</sup> high interest day and 100<sup>th</sup> spring concert on May 13<sup>th</sup>.

*Math / ELA 2-21-14 In-Service:* Occurring at Mount Mary; consultant will be present reviewing language arts relative to the common core. Strategic planning for ELA textbook and resource implementation begins with this in-service date.

*NCEA Distinguished Graduate Nominations:* There is an opportunity to honor 'young' alumni in late 20's, early 30's age group during a Sunday or Wednesday all-school mass, depending on nominee's preference. Candidates were reviewed and discussed.

**New Business:**

January Open House Recap: Bad weather during open house netted lower attendance; 13-14 families versus 24-25 typically. Some ESL families were in attendance. It was suggested that representative families with students at St Seb's be asked to volunteer in future open house events. Ed Cmte volunteers are needed to follow up with those that did attend. Need to make up for lower turnout overall was discussed. Ideas like 'K4 classroom gatherings' at someone's house, Ed Cmte table at fish-fry, yard signs, magazine ads (Metro Parent, Milwaukee Moms) were discussed.

Marketing / Outreach: Marketing and outreach ideas were discussed. Getting in touch with Miller-Coors or Harley-Davidson whose founding families were parishioners for corporate partnership was suggested.

**Closing Prayer:** Reanna Ottoson

**Next Meeting:** Thursday, March 13<sup>th</sup> in the Teachers' Lounge.