

District Resolution Team Minutes

October 2014

December 23rd Early Dismissal day

- On the afternoon of December 23rd, professional development will not take place. Teachers will be able to leave when their duties are finished. See contract language, pg. 3.

“On a work day when students are in attendance, preceding a school district designated holiday or vacation period, employees shall be excused after students have been dismissed for the day, provided further student supervision is not needed as determined by the principal. The foregoing shall not be construed to eliminate the employee's responsibility toward students placed under the employee's supervision during the employee's required work day.”

Permanent Sub Pilot

- As part of the bargaining agreement last year, permanent subs were placed at all of the middle schools, Washington, Gibson, Johnson, Harrison, Madison, Hoover. This was a pilot to see if they would be kept busy in classrooms but also to see if having the substitute as part of the building would be more effective. Being a pilot, we will review this at bargaining to see if this pilot continues or not.
- The intent of the permanent subs is that they are in classrooms
 - The principal directs the work
 - The building secretary can schedule the sub so they are busy every day.

Substitute Shortages (some items from Oct. 2013 minutes)

- Buildings should develop a plan/rotation for coverage so the same staff are not called upon too often.
- Teachers losing their personal prep time to cover a class when a substitute is not available, should clock in and shall be compensated at the stipend rate of \$18.
- Staff may be asked to rearrange their absence if possible but should not be denied the right to leave when family or emergency situations arise. Coverage for the students should be arranged before leaving as the first responsibility is for the safety of students.
- Professional Development, TQ activities, and building level activities needing a sub are now being tracked in order to try and keep these absences to less than 30/day.

Schedule C – splitting contracts

- Schedule C positions shall not be split, combined, or combined and split between employees without consent of the District Resolution Team (Schedule C Handbook)

- The resolution team will make sure the splitting of a contract has been mutually agreed upon between employees

Elementary Progress Reporting

- Elementary teachers will be conferencing with families in November and February. They will be sharing progress reports with families in November and at the end of the year.
- There will be a professional development in December to provide ideas on how to conference with families without the progress report to lead the discussion.

FAST training information shared

Any student who is red in the following categories using the FAST universal screener is considered **at risk**:

AK & K	early reading composite
1 st	early reading composite and aReading
2 nd – 5 th	CBM-R and aReading

Progress Monitoring:

- **Students considered at risk must be progress monitored weekly**
- **Are we progress monitoring 4th & 5th grade?**
 - Yes – as a district we are using the screener AK-5 and will follow the guidelines AK-5
- **What about ELL?**
 - At this time there still isn't a lot of guidance, they are continuing to work on it. We will treat ELL students as we do all other students. If they were in red in the above mentioned categories, they need to be progress monitored. Students at a beginning level of language acquisition should be monitored by the ELL teacher.

Interventions:

- **Students at risk are not required to have an intervention at this point**
 - Only after they are red for a second screening thus considered substantially deficient are they **required** to have an intervention.
- **Can you set up interventions for any and all students at this point?**
 - Yes, you can set up an intervention for any student but it is not required. I know several Title groups are entering their interventions to track data.
 - Interventions can be added at any point as you see the need arise
 - Please be cognizant of the fact that it is the beginning of the year and especially in K-1, students are just figuring out/getting back into the routine of school. Through regular whole and small group classroom instruction over the next few months, they will most likely improve their reading skills. This may be something extra teachers don't need on their plate right now.
- **Reading IRTI's**
 - It is being suggested that if you have students on a reading IRTI, that you enter their intervention into FAST so it starts tracking their data since they are most likely at risk and will be required to be progress monitored through this system.
- **Is there a protocol or cut score to determine if a student is Tier 2 or Tier 3?**
 - No, this is for the building to determine. We cannot put a definite score at which students are considered Tier 2 or Tier 3 because all of our buildings have such different populations and different resources to serve those students.

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May 2015

STAFFING

- Staffing is still on hold until the legislation decides on the funding (took place June 16)
- When staffing occurs this summer, teachers will continue to have the right to turn down placements 2 times. The third turn down is considered a resignation.
- Since staffing is happening so late, after a teacher is notified of their placement, they will have **3 business days to let HR know** if they want to turn it down (barring any special circumstances.)

Substitute times at the Middle School

Middle schools will be starting earlier next year (7:50am). Substitutes will be asked to work 7:15 -3:15, so they will have time to read through sub plans and prepare for the day before students arrive.

School Calendar – 1080 hours

Each building has 24 hours over the 1080 hours needed in our calendar. Next year, as we have snow days and late starts, there will be communication of the make-up time and how many hours are left.

Applitrack- new job application system

- Human Resources will be switching to the new system, Applitrack, on July 1st. Right now there are postings on the old School Stream system and Applitrack.
- The teacher leadership openings are on the Applitrack system and can be found at this website: www.applitrack.com/cr/onlineapp