



GLOUCESTER COUNTY PUBLIC SCHOOLS  
**Teacher Advisory/GEA Committee**

**May 21, 2018**

Report Card framework – Dr. Clemons welcomed everyone and asked Dr. Wagner to discuss the report card framework with them. Dr. Wagner indicated that principals recently provided recommendations for modifications to the report cards. In K-2, classwork, activities and assessments categories will count 60% of a student's grade. The notes section of report cards for grades 5 & 6 will be clarified. It was noted that one classroom grade should not make it impossible for a student to overcome it and the most any assignment will count is 20% of a grade. Assignments will no longer be weighted. More than one grade for any given assignment will only be allowable if multiple standards are being met with that assignment. Teachers feel that at the K-1 level, students understand how to do a particular standard or they do not and feel that if those students master that standard by the end of the quarter, they should get an "S" on the report card and want the final quarter assessment to count as the quarter grade. Classwork/practice could still be a category that is tracked, for information, but wouldn't count toward the grade. Dr. Wagner asked about how 2<sup>nd</sup> grade should be considered. Teachers feel that Writing is different and a child's grade in that area shouldn't be based on one assignment (K-5). Melanie Glenn said the current report card doesn't match up with the current SOLS and new SOLs will also be coming out in the upcoming year. Power School also has a number that does not correlate to anything and is confusing. They would like it to be changed or removed. Another issue teachers mentioned was the limited number of characters allowed under the comments section.

In grades 3-5, a grade of "zero" may be given. At that level, assessments are 60% of the student's grade. It was also noted that one grade given cannot fail a student at this level either. A project that covers multiple areas be given more than one grade if it is being graded on different areas, but not weighted as one grade counting more than once. Clarification was given to "weighted", noting that a grade can only be given once on each standard or an assignment should be broken down in sections when it is being done/graded.

Teachers requested that report cards include a section measuring the accountability of parents, however report cards are specifically for reporting the student's progress.

When asked if we've considered having a committee with representation from each grade, Dr. Wagner informed members that this was done in 2016 in order to get a consensus across the division. If necessary, we could develop a team from K-2 to work with Melanie Jenkins and Jennifer McSweeney.

Supply Lists – Grades K-3 supply lists are good and efforts have been made to try to reduce the variability in grades 4 & 5.

Wipes may be used by students next year as long as parents haven't indicated they have a reason not to because of a skin allergy. This would be done on an as needed basis and not to have students actually cleaning on a regular basis.

Lice – Dr. Clemons informed members that Robin Zophy will send out clarification regarding which treatment products can't be administered. He also noted that siblings of a student found to have lice, may be checked. Dr. Clemons may ask Ms. Zophy to come in at a later time to speak to TAC. Dr. Clemons will check with Robin regarding when a child should/shouldn't be in school when they have lice and additional guidance documents will be put out to staff. Mr. Hutchinson said we may need to create a proactive approach at the beginning of school.

FY'19 Budget Update – The General Assembly has not yet adopted a budget. They are scheduled to reconvene tomorrow, however Dr. Clemons does not expect a budget to be adopted at this time due to Medicare issues being debated. He plans to send contracts out the beginning of June, with language in them that states the final salary increase will depend on the outcome of the General Assembly. He feels confident we will be able to fund the 4% for staff and at least the 4.3% – 12.3% for teachers regardless of what the General Assembly does and is optimistic that it could be higher. He plans to send out a notification to that effect this week. With the minimum amount, we should be at a point where we would be regionally competitive in teacher salaries.

Security Officers – Dr. Clemons feels that the best we can look at this year, will be two elementary SROs at a cost of \$90,000 if we get enough to cover it. The question will be if we get more funding, do we want to put it there or put more toward compensation? The School Board will have to weigh it. Dr. Clemons did have conversations with the County Administrator regarding a security grant, however the County Administrator was not supportive of the conditions of the grant and his approval was required.

Health Insurance Update – Dr. Clemons is hopeful we will be able to work the insurance costs down, with employees incurring only a \$20 each monthly increase.

Principal Efficacy Survey Update – Meetings are currently being held with principals regarding the principal efficacy surveys. Dr. Clemons is asking them to share data with staff regarding certain areas if they see trends that need to be addressed. Dr. Clemons added that areas such as being treated fairly, valuing input, morale, meaningful feedback and earning respect are areas that drive everything. He also plans to ask Clint Alexander to share the results of the GEA survey. In addition, Dr. Clemons reminded members that when he is in the building, he isn't there to look for things, but to see the schools in action.

Comprehensive Plan Follow-Up – Thanks to Amber Wilburn, Melanie Glenn and Jen Worrell who attended the Comprehensive Plan meeting held Monday, May 14. Dr. Clemons hopes that we may be in a position to reach some of the goals outlined in the plan, adding that GHS has to have things done, whether it is a renovation or a rebuild. We will plan to have a public hearing on the revised Comprehensive Plan and then take it to the School Board sometime this summer for approval. Dr. Clemons feels a lot of good feedback came out of the meetings that were held.

Emergency Plans Follow-Up – In regards to the recent school shootings, questions were asked about whether GCPS staff should have training at the beginning of the year during in service days. A tabletop scenario was done last year involving many county entities, but a practice scenario could be held on a day students are not in the building, without students involved, to test responsiveness. Members noted that in actual situations, it takes hours after such an event to clear an area. It was also noted that two incidents in the past couple of weeks were prevented or quickly stopped because of an SRO. Mr. Hutchinson stressed "See something/Say something" and not to ignore warning signs. In regards to structures, airlock systems have been added everywhere except Achilles, but they have good visibility. Additional measures are being discussed at this location as well as others and additional cameras have been added to all schools. The swipe card system allows staff access

only to those buildings they need to access. Mr. Hutchinson also added that members of his staff in the facilities and grounds departments have reported suspicious people on our property and to encourage colleagues to do the same. The sheriff's office is more than willing to investigate. In regards to reception/communication, Peasley and Bethel are the worst, but we are working on cellular boosters. Lock down drills are being held at various times of the day, during class; class changes; lunch and he suggests having them while people are on the fields, and while loading and unloading buses, which is one of the most vulnerable times. The best defense is a good offense. Jen Worrell asked where the county stands on arming teachers, but Mr. Hutchinson is not aware of any discussion having been held.

Cleanliness – Achilles had some issues when regular staff members were on leave. Mr. Hutchinson noted that it is often difficult to get custodial substitutes and we are looking to hire new people. When that occurs, Achilles will be one place that we may need to put extra people to get them back up to speed.

Dr. Clemons also said that he would send out a notice to TAC/GEA members in June for a get together, but a regular meeting will not be held again until October.

Mr. Hutchinson informed members that the Election Day Primary is June 12<sup>th</sup>, which is the last day of school.

#### New Items from TAC/GEA

Leave Policy – Amber Wilburn asked a question from a colleague regarding leave days, noting that teachers often have an excess of sick leave, but not personal leave. Some issues requiring sick leave to be used are necessary and not just a “personal” day. They suggested a change in the policy to possibly a split of eight sick/four personal or to allow two sick leave days to be switched to personal if needed. Dr. Clemons would probably want to analyze it and look across multiple locations to determine if we are inline, adding that we have made adjustments to our leave policy based on feedback given in the Teacher Advisory Committee meetings, but can't accommodate everyone's situation.

Adjournment: 6:50