



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

October 29, 2018

4:30 p.m.

TCWEC/Conf. Rm. A111

**ACCREDITATION UPDATE** – Dr. Clemons showed members where to access the school quality profiles on the GCPS website (see link below), which show each school’s academic achievement profiles, achievement gaps, etc. and at what level they are achieving (Levels 1- Green, 2- Yellow, 3- Red). A bar graph illustration indicates where schools are in relation to the state benchmark. Dr. Clemons noted that history is no longer an assessed area for SOL accreditation, but chronic absenteeism is now part of what is measured toward accountability. A school cannot have more than 15% chronic absenteeism to achieve a level 1.

<http://gets.gc.k12.va.us/Departments/Assessment/School-Quality-Profiles>

**COMPREHENSIVE PLAN UPDATE** – The updated 2018 – 24 Comprehensive Plan was approved at the October 2018 school board meeting and is available on the GCPS website (see link below). Dr. Clemons noted that everything we include in our budget, is aligned to the comprehensive plan.

<http://gets.gc.k12.va.us/Portals/Gloucester/District/docs/Superintendent/CompPlan/Comprehensive%20Plan%20FY18-24.pdf?ver=2018-10-10-153054-510>

**“NEED HELP” INFORMATION** – Dr. Clemons referred members to the “Need Help” information which is included in the GCPS Code of Conduct and may also be accessed on the GCPS website “Quick Links” section (see link below). This information is helpful in showing parents and others who to contact in various situations.

<http://gets.gc.k12.va.us/LinkClick.aspx?fileticket=jbCf-eRbw90%3d&tabid=56418&portalid=883&mid=-1>

**TEACHER RETENTION SUMMIT** – Dr. Clemons shared information from a Teacher Retention Summit he attended at UVA regarding issues that matter most to teachers. One was compensation, which Dr. Clemons shared that GCPS has been working to improve for teachers in Gloucester. He believes it will be an issue at the state level this year. Virginia is the one of the wealthier states in the country and one of the highest academically performing states, but its teachers are paid far behind the national average. Dr. Clemons plans to keep pushing for improved salaries for teachers. When the VEA salary study comes out in December, he will share that information with teachers. At that point, we will know where GCPS ranks in the state after the raises that were given for 2018-19. He will then consider what work still needs to occur, but also needs to look at salaries for support staff this year. A market analysis will occur to determine where adjustments should be made for support staff. He will continue to articulate the need for increased compensation for all staff as well emphasizing improving building and working conditions at all sites.

## FOLLOW-UP FROM TAC/GEA CONCERNS AT SEPTEMBER MEETING:

K-2 RESOURCES – Dr. Clemons plans to discuss K-2 resources with the Executive Leadership Team and will follow-up at a future meeting.

MAKE-UP DAYS – During the first storm that caused time missed from school this year, we were mandated by the Governor to close because we have families living in Zone A. Those make-up days have been announced. An additional day was missed when a second storm occurred. No determination has been made regarding making up the fifth day at this time. Dr. Clemons discussed the Code of Virginia regarding make-up days, but explained that Gloucester instead uses clock hours (990) due to having a 176 day instructional calendar as opposed to a 180 day calendar. He also stated that 140 clock hours are required for credit at the high school level.

CHROMEBOOKS – Dr. Clemons verified that Chromebooks may be used for testing and laptops were updated this summer. If anyone is experiencing problems regarding the Chromebooks, let him know. Amber (Bethel) said she was told the Chromebooks had to be hardwired and need drops and the laptops in the carts are extremely outdated. Dr. C asked Amber to send him a follow-up email with more specific information. Sarah (Achilles) said they also have concerns about labs/testing and don't even have a class set of computers to test on. She added that students should have access to those computers ahead of time so that they aren't using them for the first time when being tested. Melanie (Botetourt) also said they have issues with computers that need to be restarted when they are being used, noting that IT fixes them, but then there are new issues. Updates try to occur while they are in the lab. Dr. Clemons will have Mr. Brogan attend the next meeting to hear those questions and concerns directly.

PEER OBSERVATIONS – Dr. Clemons is having dialogue with principals regarding peer observations. He believes it is a great idea and is exploring ways we could make it work. He would like to support it, but also has to consider that classes will need to be covered by a substitute during those times.

PERSONAL LEAVE/SICK LEAVE – In regards to questions about increasing personal leave, Dr. Clemons is looking at the possibility of having an additional personal leave day minus a sick day (9 sick/3 personal). Members mentioned again that the hybrid plan, which is in its 5<sup>th</sup> year, maxes out at 90 sick days and then becomes a “use it or lose it” situation for any days in excess of that amount.

## NEW ITEMS FROM TEACHER ADVISORY/GEA MEMBERS –

SUBSTITUTES – Megan (Peasley) asked about substitutes, noting that two teachers were out at Peasley today and only one position was filled. Twenty-six people were available and no one filled it. Dr. Clemons said we have looked at outsourcing, but that would be very expensive, adding that we may need to review the substitute list. One teacher stated that a volunteer at her school went through the entire process to substitute and hasn't been approved yet. It was also stated that when someone from the school contacted HR regarding the aforementioned issue, HR said it was their oversight. Members also felt some substitutes had been put in a position other than the one they thought they were coming for and that could affect how they respond in the future. Dr. Clemons agreed, but stated sometimes you have to change where a substitute will go due to last minute unforeseen circumstances. Dr. Clemons also believes a survey would be beneficial. Alex (Page) asked if we were considering increasing substitute pay. That is not being considered at this time but will be explored.

Amber (Bethel) asked if substitutes had an opportunity to sit in at various levels to help them be more comfortable. This is believed to be part of the training that occurs. Dr. Clemons said they have talked about having a permanent substitute at each building, but again, there are financial implications.

Anne (GHS) said sometimes teachers don't leave lesson plans. Dr. Clemons said that should be addressed at the building level and he would follow-up.

Lisa (Abingdon) noted that because she does math intervention, she doesn't put in for a substitute when she is out because she doesn't want to take one away from a regular classroom teacher. Megan (Peasley) also said there are teachers who would be willing to substitute during their planning time if they were compensated for it. Dr. Clemons indicated that he would need to look at what would be involved regarding compensation and what times that might include. He will also ask other regional superintendents about this and other instances where additional compensation is provided.

Lisa (Abingdon) also said a Special Education teacher in her building brought up a concern regarding the need for more self-contained classrooms that would allow students to remain in their building and not be bused to other schools. Members agreed that each school needs self-contained classrooms.

Lisa (Abingdon) mentioned mold issues in her building on the kindergarten hall that have occurred from ongoing leaks during periods of heavy rain. Dr. Clemons said he will talk to Mr. Hutchinson about this issue and will have Mr. Hutchinson follow-up.

Adjournment – 5:53 p.m.