

## Uintah School District

### Vernal, Utah

These are the minutes from the January 5, 2016 Special Work Session of the Uintah School District Board of Education. The meeting was held at the District Office with Mark Caldwell, President, presiding.

#### **SPECIAL WORK SESSION**

Those Present: Mark Caldwell, President; Greg Gilroy, Member; Resha Bartlett, Member.

Also Present: Superintendent Mark Dockins; Business Administrator Derek Anderson; Lance Hatch, Human Resources Director; Jayme Leyba, Curriculum Director.

#### **1. DISCUSSION OF EDUCATOR EVALUATION POLICY**

Lance Hatch was available. He handed out the policy. The first page of the handout shows what they were trying to accomplish. The second page is a spreadsheet showing the whole plan at once. 70% of the Educator Evaluation is based on their evaluation also known as their observation, 20% is based on student growth and 10% is based on stakeholder input. Each educator will receive a rating based on their effectiveness: 0 for Not Effective, 1 for Minimally Effective, 2 for Effective, and 3 for Highly Effective. There was a question about the 10% stakeholder input. Each will receive a rating: a 0 for those that do not turn in their reflection form, 1 for those that turn it in late and incomplete, 2 for those that turn it in late but complete, and 3 for those on time and complete. Educators will receive points based on their ratings as per section 8.0 However, it does not make sense to give points for receiving a 0 in stakeholder input. Teachers do not give points for assignments that are not turned in. It does not make sense to give points for nothing. This is a message we do not want to send. The Board would like to see this corrected. If you received a one in the observation section, you would be considered Minimally Effective and receive 300 points. You would have to be Effective to receive the next step in the salary schedule. However, a provisional teacher will most likely be Minimally Effective as they are new. The salary schedule was built to keep their wage equal for the first three years, on the 3<sup>rd</sup> year it jumps as if they continued to get raises each year, once they reach the 4<sup>th</sup> year they are considered effective and would receive a raise of 20%. If an educator is not effective they would not qualify for lane changes even if they received a Master's Degree. A teacher that has maxed out their steps cannot change lanes if they are teaching a new Assignment, Grade, or Subject. Exceptions for Minimally Effective educators are indicated in Section 9. Non Effective educators cannot advance at all. This policy was based off the Board Rule. Section 4 of the Board Rule provides guidelines for the three pieces of the formula, the formula and the required categories that we are using: Not Effective; Minimally/Emerging Effective; Effective; and Highly Effective.

President Mark Caldwell asked why the points provided for the grades in each category were not the same. Lance Hatch responded the categories total 1000 points split into the four grades. There were no specifics to follow in regards to appoint points for the different grades. It was suggested to make them all the same in steps of 175. This was agreed upon by the Board. An educator could receive two zero grades and a one and still reach Minimally Effective.

The Board reiterated they would like to see educators only receive points in the Stakeholder category for turning in the paperwork. They must be responsible. Lance Hatch has taken care of the clerical errors Resha Bartlett found prior to this meeting.

Resha Bartlett asked if the spreadsheet would be part of the policy. It is convenient and makes it easier to understand the policy. Superintendent Mark Dockins noted it is dated and would have to be changed

and approved annually. Lance agreed it is more of an administrative tool. Jayme Leyba noted there is a link in the Class policy that goes to a list that is updated regularly. This Policy does not have to be approved every time the list changes, by the State, but directs people to that list. This could be done for this policy as well. This will help with clarification. It could be confusing for those that are not familiar with it. The schools received the handouts, not just the entire policy. It was agreed to add a link to include the other information.

The changes will be made and sent out for a second reading at the January 12<sup>th</sup> meeting.

**CLOSED SESSION**

A motion was made by Greg Gilroy that the Uintah School District Board of Education enter into closed session for the following: 1.) discussion of the character, professional competence, or physical or mental health of an individual; 2.) strategy session with respect to collective bargaining or pending or imminent litigation. Resha Bartlett seconded the motion. A roll call vote was taken as follows: Mark Caldwell, President, yes; Greg Gilroy, Vice President, yes; Resha Bartlett, yes; Sharon Bills, excused, but arrived during closed session; and Allen Huber, excused.

Also present were Superintendent Mark Dockins and Business Administrator Derek Anderson.

**ADJOURN:** Meeting adjourned at 3:11 pm.