

Approved

Milford Board of Education

Meeting Minutes
March 25, 2013

Board members present:

Tracy Casey
Michael DeGrego
Suzanne DiBiase
Laura Fetter
Susan Glennon
Dora Kubek
Mark Stapleton
Earl Whiskeyman

Administration present:

Dr. Elizabeth Feser
Michael Cummings
James Richetelli
Susan Kelleher

Board members absent:

Beverley Pierson
Christopher Saley

I. CALL TO ORDER

The Milford Board of Education held a board meeting on Monday, March 25, 2013 in the Board Room in the Parsons Complex. Mrs. Casey called the meeting to order at 7:00 p.m. with the reciting of the Pledge of Allegiance.

Mrs. Casey welcomed to Michael DeGrego to the board.

II. MILFORD'S EDUCATOR EVALUATION PLANS

Dr. Feser reported the board will be voting on the Teacher and Administrator Evaluation plans in April 2013. Much of the work on the plan is being driven by the State. However, the instructional framework committee has been working on the plan for two years. Dr. Feser then introduced Dr. Cliff Dudley and Mrs. Gail Krois to the board who would be giving an overview of the plans.

Mr. Cummings began by explaining to the board the plan that was submitted to the board, and then to the State in October. However, the State determined Milford's plan needed to be tweaked. Recently, the State made more changes to its plan and Milford had to make some more changes to be in alignment with the State's new changes. He then turned it over to Mrs. Krois to explain those changes.

Mrs. Krois gave a synthesis of those changes. In her presentation, she explained while the student growth measures did not change, other pieces of the plan did. The teacher performance and practice will be lowered from 45% to 40%. The parent feedback increases to 10%. Parent surveys will have performance targets to help measure the teachers and the schools performances. Another change is the 5% that was originally to be "student" based will shift to "school" based learning. A big shift in the plan was the amount of observations of the teachers. They began with five unannounced 15 minute observations. The new plan will have two unannounced 15 minute observations with one announced 30 minute observation.

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Mrs. Krois reported the new plan would need to be implemented by the start of the 2013-14 school year. However, the state would need to offer some assistance to teachers who do not have standardized growth measurements. For example, an art teacher could teach 650 students in one week. There is no way to measure all students.

Mrs. Casey told the administration “what gets measured in corporate America is what gets done.”

Mr. Cummings told the board strong assessments will be determined from the beginning.

Dr. Dudley then gave an overview of how the administrator evaluation plan will compare to the teacher evaluation plan. He further explained the student growth measures in the teacher plan will be tied to the 5% of the teacher effectiveness. The 5% of the whole school learning in the teacher plan will be tied to the whole school student learning. The two plans will interconnect with one another.

Dr. Dudley explained Milford administrators will assume using the State’s administrator evaluation plan because Milford has not developed a plan of its own. The board will be asked to approve the State’s model for the Milford administrator’s.

Board members asked if the plan would be presented in advance of the April meeting. Dr. Feser told the board members, the plan expands over numerous pages. There would be no edits as it is the State’s model. However, she will forward the information to the board.

Finally, Dr. Feser explained the state is giving school district’s three options relative to participation for the upcoming year. Those options are:

- Implementation of the entire model – Existing and continuing assumption of the whole model, consisting of all components of both teacher and administrator evaluation.

- Preferred Alternative Approach – Whole model, in at least 1/3 of all schools, all certified teachers and administrators in those schools.

- Additional Alternative Approaches – Whole model, 50% of schools, classrooms teachers only and administrators with those schools.

Dr. Feser told the board the administration, administrator’s and teacher’s are in synch with which option to implement for the 2013-13 school year. She then announced the district would assume 100% participation. In doing so, the staff across will be consistent in every way. This is great news. While this will be a huge undertaking, the district has been piloting teacher plan for the past 1 ½ years.

Mrs. Casey thanked the administration for their work. She further said the board has been allocating funds for the development and training for the past two years to help make this possible. She was pleased to see it is finally coming together.

II. PUBLIC COMMENT

Cathy Berni – 96 Centennial Drive – She commended administration for choosing to participate in the State’s directive 100%. She did have a few questions. Some courses are weighted different than others.

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How will that work? Teacher leader's are not in classrooms. How will that work? She also asked how rating will affect tenure. All good questions that should be addressed.

III. BOARD COMMENT

None.

IV. ADJOURNMENT

Ms. Glennon made a motion to adjourn. Ms. DiBiase seconded. The motion passed.

Meeting adjourned at 8:35 p.m.

Pam Griffin
Recording Secretary

Susan Glennon
Corresponding Secretary