

Northern Wells Community Schools

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Dr. Scott A. Mills, Superintendent

Formal Discussion notes
9-27-16

Evaluations

- The admin team is working together to develop a process to produce as close to a final teacher evaluation score as possible at the final evaluation meeting.
- Currently, the self-evaluation is just teachers rating themselves on the matrix. In Standards for success, there is not a place on the Data, Goal, and Feedback for teachers to indicate HE, Effective, Needs Improvement, and Ineffective.
- Initially the intent of the self-evaluation was for teachers to reflect and score themselves in all areas of the evaluation. However, it has not been this way. Teachers have completed the post work and reflection sections, but have not had to indicate the level (1-4).
- Teachers uploading materials ahead of time helps provide more information prior to the final evaluation meeting.
- NCTA stated that some teachers have not been given a sense of what the administrator would score them even on the matrix portion of the evaluation. NCTA feels they would at least want an idea of their evaluation score in relation to the matrix.
- NCTA supports the idea that teachers would give themselves a 1-4 score for Goals, Student feedback, and Data. They feel it would be a good idea to have a pull down menu in each area to score their self-evaluation.

Smoke Free Campus

- NCTA stated that some teachers have observed that other schools have a smoke-free school and asked, are we a smoke free campus?
- NWCS does not have a policy for a smoke free campus. By law, our buildings have to be tobacco free. If you wish to smoke, you have to do so outside of the building. If you are an employee or supervising children at school, then you are not to smoke in those areas.
- Football game: Could patrons smoke at football games? Yes. The football stadium is not a building.
- Our School Board respects the people's decision to choose.

Technology

- NCTA ask how can teachers help prevent the technology glitches that seem to be plaguing the iPads this year. There are still applications that are spinning, iPads that are updating, issues with Microsoft Word. How can we help to prevent students,

parents, and teachers becoming frustrated? Teachers are losing work as they attempt to upload work in the portfolios.

- Technology Director, Jeff Miller, stated that Apple released the new Apple School Manager (allowing the school to ship out apps). On Aug 4th NWCS went through that conversion process, but that process never finished. Apple assured it would work properly - and it did, for a while.
- LightSpeed also updated on August 4th. Since day one it has had issues and needed rebooted daily. NWCS received a new device and used the previous software that was used in July instead of the newly released one.
- iOS10 came out and Apple sent out new apps. Apps were disappearing and reappearing. This was due to Apple and FileWave. This has been fixed.
- Since last Wednesday when everything was updated, things have calmed down. Building tech people are resolving issues as they appear.
- Continue to use troubleshooting tips such as making sure iOS10 is updated, resetting, and making sure students have their items backed up.
- Teachers shared Apple has now released the 10.2 update. This has set back some of the students and teachers who had resolved issues.
- What apps are loaded on the iPads when students log in? Teachers should talk to Angie about which apps get put and loaded where.
- Technology meetings will start in October.

Teaching Assistants

- What can we do to help? Is there a turnover at NMS?
- Some of our regular substitute teachers are being used as long term subs. There are unfilled sub jobs on Aesop on a daily basis.

Number of Meetings

- One teacher asked if there is a way to reduce the number of mandatory meetings?
- Some of the meetings are unable to avoid.
- It was reported that some teachers are overwhelmed with the number of required meetings.
- Superintendent, Scott Mills, stated that in order to best understand the situation, data would have to be gathered to see what is actually taking place? He recommended that teachers could gather data to show what teachers are involved, at what meetings, whether the meeting is mandatory or not, when are meetings are taking place, etc...
- Mills also posed the notion that the time of the year may influence how teachers are feeling. He wondered if the fall break coming up might give teachers a chance to catch their breath.

2017-18 School Calendar

- NCTA asked if there was a plan for a survey after fall break gathering information about fall break and conferences
- Mills stated that he planned on doing a follow up survey about fall break for the 2017-18 school calendar. He said that he will survey parents. He asked NCTA if they wanted him to survey teachers or if he would survey teachers. NCTA told Mills that he could conduct the survey.

- NWCS Administrators will put out a survey after conferences to collect feedback from teachers. Administrators were asked to run the questions by the Association before starting the survey.

Next Discussion: Oct. 24, 2016 at 4:00 PM at Central Office