

SWALLOW SCHOOL DISTRICT
W299 N5614 Highway E
Hartland, Wisconsin 53029

EMPLOYEE RELATIONS MEETING

November 11, 2013

4:00 p.m.

Present: John Fuhs, John Quast, Melissa Thompson, Kyle Moore, Joan Fritzler, Marge Mosey, Kristine Perugini, Doug Destache, Michael Hodel, and Kate Garman.

The Employee Relations Committee convened at 4:08 p.m.

DISCUSSION

- A. Start to the Year: Culture, Morale, Celebrations: Staff members shared their perceptions and feedback received from colleagues about culture, morale, and celebrations for the year so far. Generally people are feeling that PBIS implementation has gone well and that it is great to have the staff come together on expectations for students and that hallways are cleaner and student behavior far better so than in prior years. The support staff in particular is very appreciative of this program and the consistent approach it brings. Teachers are pleased with the structure of staff meetings and professional development days so far. Middle school staff is starting to feel overwhelmed by all the meetings and changes. Discussion also included ways to orient new support staff and teachers, especially those hired later in August, to Swallow and ensure ample mentoring for them.
- B. 2014-15 Student Calendar: Discussion about the 2014-15 student and professional calendars was had based off of the approved 2014-15 Arrowhead High School calendar. It was agreed that the student calendar should be checked to ensure state hours and minutes requirements and mirror AHS's calendar as closely as possible. Committee members will talk to their grade level teams about staff development and student learning needs to provide feedback to the committee for consideration. Administration will gather some information from the bus company in relation to Arrowhead's early release Wednesday's for the committee's consideration.
- C. Professional Staff Compensation Structure Design: The committee made suggestions regarding the process which should be used to review and potentially redesign the Professional Compensation Model moving forward by the Compensation Committee. These suggestions include expanding the Compensation Committee to be true to other committee structures such that there are teacher reps from K-2, 3-5, 6-8, and Specials. Administration will send out communication to all teachers asking for additional participants. The Compensation Committee has been asked to ensure that opportunities for input on the part of all teachers are provided and that relevant research is considered in this process.
- D. Educator Effectiveness Pilot and Planning for Full Implementation 2014-15: Again this year there are three teachers, two coaches, and two administrators from Swallow participating in the full pilot. This group has met on multiple occasions to understand the new system, begin the requirements of the system, and plan out the evaluation cycle as a part of the pilot. Additionally, the district has submitted for a grant with the state for all

teachers to obtain TeachScape licenses for preparation in January 2014 and is in the process of applying for a grant in collaboration with other local school districts for additional training throughout the winter and spring. The pilot group will assist in teaching the staff more about the new system during staff meetings and professional development time beginning in February 2014. Currently, groundwork for this transition is being laid during PLC time weekly with all grade level and department teams.

- E. Other Business: The committee set the date for the next meeting as Monday, January 6 at 4pm.

ADJOURNMENT

The Employee Relations Committee meeting was adjourned at 5:30 p.m.

Respectfully submitted,

Melissa Thompson
Superintendent

Approved: _____

_____, President

_____, Clerk