

## **IPAT Minutes**

**November 30, 2017**

Those present were Carl Auckerman, Pat Barber, Kara Carney, James Horner, Tony Losada, Kim Organeck, Mike Rio, Michele Romeo, and Dawn Walker. Also present: Evan McCarthy, Shirin Gibson and Deborah Smith.

The meeting was called to order at 9:15 a.m.

**I. Welcome, introductions and review of minutes** –The minutes of 10/24/17 were moved by Tony and seconded by Michele. Motion carried.

### **II. MCTES 2017-2018**

**A. Teachers who are hired mid-year** – There was discussion about an “A revised” cycle. The law requires that a beginning teacher has 2 observations in the first year. Anyone hired between November 15<sup>th</sup> and February 1<sup>st</sup> will be on A1. 1 initial screening. 2 observations. PDP goals will have to be adjusted to make them manageable given the amount of time left in the school year. Tony will verify with Performance Matters (formerly MyPGS) if this is viable. If so, a fourth column will have to be created. After February 1<sup>st</sup> administrators are encouraged to get in as many walks, initial screenings and observations as possible.

**B. Student growth rating for '17-'18** – Copies of the elementary, middle and high student growth ratings were distributed to verify changes made at the previous meeting. Carl to investigate how AICE retakes are credited back to the teacher who taught the student. Student growth charts to be sent out via principals and will be posted on the MEA website.

**1. Credit recovery/remediation/Horizons** – Options for credit recovery include point system, adjustments are already made for school that the student goes to (attendance, free and reduced lunch, age difference from grade they're in). % of credit student recovers, graduation numbers, etc. Tony and Evan to model percentage of credits each student makes up compared student to student and adjust for attendance, etc. Option for Horizons – Pre and post PERT for 2017-2018 and for 2018-2019 investigate the use of TABE. Discussion tabled until next meeting.

**C. Scale for student growth scores** – This item was removed from discussion.

**D. Request for change of observer** – Pat will send out proposed language before next meeting.

**III. Other Business** – Timeframe for administrators to post walks. It had been agreed to that walks would be posted by 4 p.m. of the same day. With the changes that have occurred in the district that communication has gotten lost and may not be practical given what happens in a day. Management proposed having walk feedback posted within 3 days. Pat talked about the importance of not having too much time go by so that a substantive conversation takes place. Some principals are waiting weeks before posting and consequently have no ability to have a conversation about feedback on the walk. Minimum of 1 walkthrough to be posted within 3 working days. This communication will be added to the cycle sheet. There was a motion by Tony and a second by Michele for administrators to provide feedback to teachers within 3 working days.

**IV. Future Agenda Items –**

**V. Future dates –** Thursday, January 25, 2018 at 9 a.m. in SSC TBD.