

INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota
MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION
June 13, 2017

I. CALL TO ORDER

The meeting was called to order at 4:10 p.m.

II. ROLL CALL

Present: Mr. Brodrick, Ms. Vanderwert, Mr. Schumacher, Mr. Marchese, Ms. Ellis, Superintendent Thein, Ms. Cameron, General Counsel, Ms. Polsfuss, Assistant Clerk

Director Foster arrived at 4:33 p.m.

Absent: Director Vue

III. APPROVAL OF THE ORDER OF THE MAIN AGENDA

MOTION: Director Schumacher moved the Board approve the Order of the Main Agenda as published. The motion was seconded by Ms. Ellis.

The motion was approved with the following roll call vote:

Mr. Brodrick	Yes
Mr. Vue	Absent
Ms. Vanderwert	Yes
Mr. Schumacher	Yes
Mr. Marchese	Yes
Ms. Ellis	Yes
Ms. Foster	Absent

IV. NEW BUSINESS

A. Action on Non-Renewal of Probationary Teachers

The purpose of June 13, 2017 special board meeting will be to ask for Board of Education approval for the following action:

- Non-renewal of probationary teachers-- the Data Privacy Act prevents discussion of individual data, thus only summary data will be discussed.
- MN Statute 122A.41 (Cities of the first class) applies to Saint Paul Public Schools.
 - This Law defines the probationary period as the first three (3) years of consecutive employment. During the probationary period, any annual teaching contract may or may not be renewed for any reason.
 - Subd. 4 (b) – A probationary teacher is deemed to have been reemployed for the ensuing school year, unless the school board gives written notice before July 1, of the termination of employment. Therefore all non-renewed teachers must be notified prior to July 1.
- SPPS may non-renew for any reason however, common reasons include:
 - Budget – Vacancies are fewer than needed to place current staff.
 - License (not fully licensed for the position which they hold)
 - Performance – not meeting expectations (effective instruction, class room mgmt, team work/ professional behavior).
 - Some combination and/or other relevant reasons may include (training)

This year there are a total of 37 employees recommended for non-renewal (35 Teachers and 2 Counselors) of the 37 employees, 24 choose to resign prior to the recommendation for non-renewal going to the Board of Education and one probation extension was given. All teachers recommended for non-renewal are notified in writing and given the option to meet with their Assistant Superintendent to discuss the reasons for the non-renewal. Assistant Superintendents then make their recommendations to the Superintendent.

584 in probationary period in district. Majority a 175 in year 2, 182 in year 3. Over the past year 22 probationary teachers recommended for non-renewal were supported through the Peer Assistance and Review Program.

These teachers worked with a Par Consultation teacher who provided significant coaching and mentoring during the school year. Both the PAR consultant and the principal evaluated these teachers and the Par Consultant made a recommendation for non-renewal to the PAR Board the PAR Board then provided recommendations to the Superintendent.

Teachers not served by PAR received mentoring and a minimum of 2 observations, which are reviewed with the teacher and are provided assistance if not meeting standards of effective teaching. Supports include mentors and Professional Development.

QUESTIONS/DISCUSSION:

- How often did the PAR support meet with a teacher? Response: PAR met, on average, once every two weeks during the period the teacher had a PAR assigned to them. The meetings can be more or less frequent depending upon the level of support needed. The PAR meets with the teacher, observes in their classroom, discusses concerns and recommends plans for additional help if needed. The teacher is also encouraged to visit other classrooms to observe good teaching practices and improve the level of their own teaching to students.
- Does a decision need to be made tonight? Response: No, it can be delayed (with a motion) to the BOE on the 20th.
- Were all the people on the list in their third year? Response: No, of the total 37 six were in their third year, 15 were in year one and 16 in year two.
- What are some factors that come into play when a teacher is evaluated in terms of where they are in the timeline? Response: We recognize that teachers in their first year till may still need time and practice to achieve effective practices. We look at coach ability, if mistakes brought to their attention are repeated. In the following years, we want to see marked improvement over year one and to see that they are mastering some of the basic techniques and not making the same mistakes made in year one. One key thing is their ability to receive and implement instructions received from their principal and/or PAR; are they making improvement and implementing feedback and are they successful in doing that.
- What about year two? Response: Nonrenewal in year two involves a measure of what is best for the students served. We make decisions on where the teacher may progress to in year three. We recognize the third year is critical and we do not want to have someone approaching tenure to receive and be surprised by a non-renewal notice. Evaluation is done using an evaluation tool developed by SPFTA and SPPS on what makes for good teacher. Probationary teachers are evaluated on the sets within that evaluation and that determines whether they move on or are non-renewed. It is particularly critical if they are under performing in critical areas.
- What is the process in non-renewal? Response: It is standardized for all probationary teachers. They have three sets of evaluation within each of three probationary years with the first being within 90 days of starting. It is a very thorough process and allows time for feedback to be delivered, absorbed and change demonstrated. Everything is documented.
- How do you tie in such things as "fit" and "personality?" Is that considered? Response: It is considered but not formally. We expect the principal to recognize those types of situations and to bring it to our attention or address it. There is also an appeal process. The Assistant Superintendents are very aware of these types of situations. Because evaluation is a weighted and standardized process heavy reliance is placed on the sets

of evaluations. If there is a "fit" or "personality" issue an AP may observe during a set or someone else from outside the school will to do an additional set/observation using the set to score in an objective fashion in order to remove any inherent bias that might be in place.

SM move to postpone to 6/20 BOE.ZE 2nd.

MOTION: Mr. Marchese moved the Board of Education postpone the decision on non-renewal of those individuals listed on the HR Transaction pages dated 6/13/17 until the June 20th Board of Education meeting. Ms. Ellis seconded the motion.

The motion was approved with the following roll call vote:

Mr. Brodrick	Yes
Mr. Vue	Absent
Ms. Vanderwert	No
Mr. Schumacher	Yes
Mr. Marchese	Yes
Ms. Ellis	Yes
Ms. Foster	Abstain

V. ADJOURNMENT

A motion was made to adjourn the meeting and passed by acclaim.

The meeting adjourned at 4:34 p.m.

For clarity and to facilitate research, these minutes reflect the order of the original Agenda and not necessarily the time during the meeting the items were discussed.

Prepared and submitted by
Marilyn Polsfuss
Assistant Clerk,
St. Paul Public Schools Board of Education