

Board of Education

Linkage Meeting with BEA

10/13/2015 @ 6:00PM

- **In your position, do you feel you are effective? Is there anything holding you back or getting in the way of you being effective?**

Answers to this question are unavailable at this time.

- **Why did you choose to become a teacher/educator?**

- It chose me. Played teacher with siblings, tutor young kids, never thought of another career
- Engineering and Math background, teaching theatre led him to it, spent time as an engineer, was on board at Eagle, rejuvenated for profession, Life is great here, Great PLC discussions, feels relaxed
- Love it and wanted to share w/kids
- Born with it, wanted a career w/ a difference, biggest impact, not constant
- 2nd career, was in retail, TIR program, needed to make a difference
- Parents were educators, needed to make a difference early
- Relationships, originally didn't like school but eventually fell into it
- Testing is the cause, politics and media don't present positive pictures, standards are lower
- Love kids, other jobs, bottom dollar is not good, needed a purpose
- Managed bars and restaurants, needed a good schedule, alternative license program

- **Would you recommend working in 27J to a colleague or a friend? If so, why? If not, why not?**

Answers to this question are unavailable at this time.

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- **What are some of the challenges you are facing in the classroom? Biggest celebrations?**

South

- Concerned about enrollment dropping, it has been kind of a relief only in the fact the classroom sizes are a little smaller class sizes have gone from 32/20. Another concern with students leaving and going to other schools outside of core Brighton how is this going to affect the schools? There is diverse group of kids in our school it is interesting and challenging to keep education solid and to accommodate.
- Postive

Vikan

- Not enough books, wireless capability not enough. HVAC issues which can make it difficult in the classroom. If students are spreading out of core Brighton, what's going to happen when others move out?
- Kids are amazing.
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Bolt

- TIME – Long hours but I do it because the job demands it. Finding a balance because of time is not an easy thing to do. Would like to see parents involved and engaged, there is communication to the parents yet there is no engagement from them. Because of the lack of involvement from the parents we try to be creative enough to impact the students where they are lacking support from home.
- It's great to see those who have struggled improve and be successful.

OTMS

- Class sizes (low 30)- diverse students – challenge to reach all students. It's difficult for students in middle school because we don't hold them back in elementary when the struggle starts yet we move them on to next grade level when they are not ready.
- Although the students are diverse it is positive because they can interact well with one another.

North

- Having a daily routine – because of testing there are a lot of interruptions many times it feels like babysitting. Testing has driven us out of instruction, data is not measureable. To many technology issues, don't agree with kindergarten students already learning computers when a lot of times it's not working. It may sound old school they younger students can use pencil and paper!
- It's interesting how many kids want to be at North.

Henderson

- Students don't have exposure to computer – no collaboration time – because there is lack of classroom time its difficult to build curriculum and plan for the next day. The computers are not dependable, the testing is very disruptive for the students because the computers don't stay up long enough to finish testing so the students may have to sit two or three times at the computer to finish. Then the students are scored by data that can not compute the distractions and disruptions the students go through. Unfair! Spend more time meeting being pulled out of classrooms to have a meeting, but no time to go over what was discussed in the meeting, makes it very frustrating.
- Bridging the gap between SPED teachers and general education teachers.

BHS

- Grading, have 160 students and each grade takes 15 minutes! Student load is hard Students struggle in science and social studies because of their lack of reading skills. Class sizes are a problem, poverty is a problem! Limited resources (text books/novels). Time – no time!! No time in class to read it is very frustrating can't conduct deep discussion, only 30% of students do homework not enough being done at home and not enough time in classroom. Limited access to computers not enough computers for classroom when you have over 30 students.
- Best kids/inspiring/respectful/caring/driven. When you see kids changed and make a goal, even though they struggle with life they are in class that is very encouraging. Love coming to school everyday, in spite of the challenges we have to fit it in.

PVHS

- Lots of changes because of the split schedule, mobile classroom makes time management very challenging and difficult when you have 200 students. You have to be very organized to get through the day. TIME – it's a challenge with the split schedule long days and often sit around for 2 hours because of it. Resources (text books) limited time and resources to make copies for classroom lessons. Because many times not enough copies students are taking pictures with their phones to have a copy. No access to computers many times not enough

because lessons are on line there are not enough or they are not working properly. Go back to paper and pencil!

- Kids are fabulous! Fantastic kids! Culturally it's amazing!

- **What are some things that make you feel valued as a teacher in 27J? How about the opposite, things that make you feel as though you are not valued**

Valued

- Support from administration, teachers
- Value work team
- Relationships
- Small district – opportunity to be a leader
- Admin. is dedicated to the success of teachers
- Evaluation focus on growth
- Having good teachers by budgeting for them
- Recognition Programs
- Association w/district and board
- A positive relationship
- Love the kids. Hugs make you feel valued
- Being needed
- Kids are good! Considerate! Quality of students!
- I feel heard. People listen.
- Action is taken from my opinion
- Superintendent
- Negotiations Process
- Being included at high school grad
- “Clans” of families
- Being asked to do more – I must have done something right
- Acknowledgment of hard work
- My students
- Thank you's from parents
- Getting emails from former students
- Kids who stay in touch
- Colleague Recognition
- Being asked to participate
- Culture & Climate- Team Building- Fun Time

Not Valued

- Financial Issues
 - Low in pay
 - Retaining top talent for low pay
 - When there's an emphasis on "Title"
 - Perception of parents
 - They don't value teachers as they should
 - Too many meetings on "how to teach"
 - Professional Development takes too much time
 - Professional Development is like the flavor of the month. Each year it changes focus
 - New programs that lack training
 - Not having enough subs
 - Reaching In/Out Awards are district driven but not really supported at the school level (or department)
 - Compensation
 - Loss of the Bond Issue last week
 - Community Awareness support
 - " The Good Ole Boys" Network and the exclusion
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- **What is one thing that School District 27J can do to better student success?**
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 - Culture of Success
 - Unity
 - Consistency – within district, school, and policies
 - Team
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 - Absenteeism = Accountability
 - District Wide Policy
 - Access to resources
 - Holding accountable
 - Class size reduction
 - Exploratory Classes
 - Streamline curriculum
 - Ratio of students to adults
 - Building relationships
 - Developing 1on 1

- **Are you proud to say that the district operates efficiently? If you were spending your money, would you feel you are getting your money's worth?**

- Scores are up at PVHS in Math, materials and resources. Need technology help, down on regular basis. On line text books goes down.
- We get bury for buck, we produce, inexpensive considering the resources
- No raises out of living
- MS sports instead of raises
- Best we can with what we have
- Have to be efficient
- AVID cut, we need it back
- Programs, was Dibbels a good program
- Too many program changes
- More bottom people, proven effectiveness at the top
- Rating the people at the building
- Para's quit to pay rent, keeping para's around
- Too many fluff positions at ESC and not sure what the results
- Department newsletters, goals, etc.

- **What keeps you working in 27J when you have other options?
Are you considering leaving to pursue other options?**

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- Closer to home
- Brighton/Budge
- Seems to be money
- People can earn more
- Many paraprofessionals are leaving
- Not enough subs
- Connections in Brighton
- Strong community
- Split sessions
- Great place
- Great attitude at PVHS
- Negativity around new teachers

Key Points- Ah Has from Board Members

Donna

- Reaching In/Out
 - Not supported at schools
 - Not a big deal at schools
 - Principals need to understand it is important
- Sub Shortage

Teresa

- Time – Making time
- It's good to have meetings but they don't have time. How can they address problems if they don't have time?

Patrick

- Always concerned about retention
- Environment in buildings, high value
- People enjoy the environment

Kyle

- Money – need to get our teachers money
- How do we know programs we are using are working?
What is the research?
- Evaluations for Admin “I will talk to Chris”

Berta

- Better relationships with kids
- Class size

