

Hershey Middle School BAT Meeting Minutes
April 3, 2024

Mr. Valentin started the meeting at 9:00am and 13 people were present. The meeting agenda was shared.

- Three Building Priorities / Goals
- Equity Update Moved to May
- Presentation on the Recruitment of New Teachers
- Additional Information

Mr. Valentin shared the Three Building Goals / Priorities BAT and update schedule

- PLC - October, February
 - Use Dedicated PLC time to allow teachers to collaborate in job alike groups around curriculum, assessment, instruction, intervention (REACH) and acceleration through the use of student data.
 - Common Formative Assessment & Essential Learning Targets for Every Unit
- SEL - November, March
 - Use the Midday Meeting Format to Help Students:
 - Navigate Middle School (The Secondary Education World Is Different)
 - Improve Social Relationships (Collaboration Is Key)
 - Enhance Executive Functioning Skills (Be A Great Student)
- Equity - December, Moved to April
 - Creating an instructional environment that levels the playing field by meeting all students at their need level and helping them to find academic success through the use of Multi Tiers Support Systems (MTSS).

Mr. Valentin presented on the hiring process that the district follows.

A Video Clip On the teacher Shortage

- <https://www.youtube.com/watch?v=3I-b5YZ8BOg>
- Differences In Teacher Applicants over the past Decade
 - Social Studies Position (2014 - 69 Applicants, 2024 - 18 Applicants)
 - Science Position (2014 - 36 Applicants, 2024 - 6 Applicants)
 - School Counselor (2014 - 18 Applicants, 2024 - 8 Applicants)
- Our Hiring Process In 2024
 - Teacher Retirement Information by Late January (5k Incentive)
 - Advertising Positions State-Wide in Mid-February
 - PA Educator, PSBA, School Website, Job Fairs
 - Interviewing in Mid to Late March
 - Two - Three Rounds of Interviews
 - Interview Every Candidate
 - Get Candidates in front of Students
 - Leveraging District Resources to recruit from other Districts
 - Notifications in Late March Early April
 - Board Approval in May

- Connecting New Teachers with PLC, Department and Mentor Teachers ASAP

Mr. Valentin provided some information on what makes the district attractive to teacher applicants.

Professional Development Opportunities

- High Quality in-house offerings like Summer Trade Days
- Access to local, regional, statewide and national professional conferences.
- Support for ongoing educational opportunities
- Support for Instructional Coaching, PLC work and Department work
- High Quality Student Services Supports (SEL Work is Huge)
- Competitive Contracts

Mr. Valentin shared some additional information on some upcoming events.

- 4/8, Early Dismissal Due to Solar Eclipse
- 4/10, Teacher In-Service, No School for Students
- 4/11, 15 & 18 Gettysburg Trips 8th Grade
- 4/22, PSSA Testing Begins
- 4/26, 6th & 7th Grade Social

Mr. Valentin concluded the meeting at 9:30am.