



Inspiring Hope and Empowering All Students To Courageously Pursue Their Goals and Dreams

**Governing Board
Study Session, and Special Meeting Minutes
July 22, 2020**

I. CALL TO ORDER STUDY SESSION AND SPECIAL MEETING:

Mr. Sunn, Governing Board President, at 4:04 p.m., called the study session and special meeting to order.

II. ROLL CALL: Mr. Delson Sunn, Mrs. Nubia Briceno, and Mrs. Susan Doucet were in attendance.

Administration Present:

Kristine Morris, Superintendent

Melanie Block, Director of Academic Services

Ana M. Avalos, Director of Human Resources

Carrie Brandon, Director of Student Services

Susan O’Rielly, Executive Director of Business Services

Michael Welsh, Union Principal

Dr. Randy Watkins, Hurley Ranch Principal

Jonathan Stewart, Dos Rios Assistant Principal

Matthew Haley, Network Administrator

III. APPROVAL OF THE AGENDA:

Motion by Mr. Sunn, seconded by Mrs. Briceno to approve the agenda. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet

IV. PLEDGE OF ALLEGIANCE

V. STUDY SESSION INFORMATION AND DISCUSSION:

A. 2020-2021 Teacher and Leader Performance Pay Plans

Q. Mr. Sunn expressed concern regarding COVID-19 and closing school again as that could happen. Mr. Sunn did ask if we have thought of a way to evaluate teachers and performance pay prior to that happening? We do not want to revert back to what we did last year and use last year’s numbers.

Q. Ms. Kristine Morris asked Ms. Melanie Block if in the preplan that was put together with the teachers this year, did it account if we could not do high stakes testing or any provision for that?

A. Ms. Melanie Block responded no we did not. Ms. Kristine Morris stated that we could build it into our plan before the Governing Board approves it. Ms. Melanie Block responded that we could build a contingency assessment. We can pull our students in and do assessments. One of those is DIBELS and we also have Galileo.

Q. Ms. Kristine Morris asked if that is in there already?

A. Ms. Melanie Block responded that DIBELS is for K-2 not for 3rd-8th. Mr. Sunn responded that this is something you can work on.

Q. Mr. Sunn stated when we went to online classes some students did well and others didn’t. The teachers are all participating, right? Shouldn’t they be measured for their performance with that, and the time they put into this and how effective they are?

A. Ms. Melanie Block responded this will be captured with the teacher evaluation process. We will be doing previous weeks checks on Monday’s and doing daily attendance. We will make sure that students are present. Ms. Kristine Morris stated that in our current pay for performance, teacher observation and evaluation is a component. We look at their professionalism, delivery of quality instruction, check for understanding, how they are managing behavior and our leaders do visits

monthly and giving feedback. Twice a year they have to give a formal observation. They will conduct these for those teaching remotely as well. They will log into an online session, take notes, score the session, and that will go towards their performance pay. That part is already being incorporated. All of the teacher work that they do will be evaluated in the classroom or online. Mr. Sunn responded that this was something he was looking at, as he doesn't want to use last years numbers again, and in this case, it may be numbers from 2 years ago. Mr. Sunn would like to see how effective they are online? Ms. Kristine Morris stated that this is one of the things that we could play with. I hesitate to up that portion because they are learning something new with online teaching and navigating this new world. They do have their professional committee work, their actual practice, what they do to teach kids, how the kids respond, and what are the achievement results.

Q. Mrs. Briceno asked if there are less opportunities for them to make the committee hours? What are the options?

A. Ms. Kristine Morris responded that there are things we still have to do for them to get hours. Geit, parent workshop, etc. We can be creative with how they can earn 301 hours. Every year we look at the list and revise as necessary.

Q. Mr. Sunn asked if we had to educate the kids at home today, could it happen?

A. Ms. Kristine Morris responded no. We do not have all the computers ready but come August 3rd and 4th we will be ready.

Q. Mr. Sunn mentioned that when we look at the criteria for ratings by quality of parents, this is not a full scope of all the parents. Is this assessment written in stone or can we take these out?

A. Ms. Kristine Morris responded that this is for the leader not for the teacher. Mr. Sunn responded that this was a question he had. It still touches on the evaluation for both as it provides a feel. The quality of parents is not a realistic assessment.

Q. Ms. Melanie Block asked if you would like to see something with letter grades, versus just the assessment data.

A. Mr. Sunn responded yes that sounds good.

Q. Ms. Kristine Morris asked if you are asking this for the teacher or the leader?

A. Mrs. Briceno stated this should be for the leader not the teacher because it is schoolwide. Mr. Sunn responded we will get to this later, but something we do need to look at.

Q. Ms. Kristine Morris asked for clarity regarding the teacher part. Are you asking that we attend to the work the teachers actually do?

A. Mrs. Briceno responded yes.

Q. Mrs. Briceno asked if we are going to have our own testing? When are we going to start those so we can have some measurements?

A. Ms. Kristine Morris responded yes; we are required by statute to have baseline data within 6 weeks of opening to our students. We can use that baseline to capture growth. On the teacher side we can attend to those things easily within the existing plan almost. With a caveat, if AzMerit or the high stakes is not available we will default to classroom, based or local data for growth.

Q. Ms. Kristine Morris asked Ms. Melanie Block if that would work?

A. Ms. Melanie Block responded absolutely.

Q. Mr. Sunn asked if this is something that can be changed or does the state require it? Mr. Sunn would like to find something better to measure because our numbers are low. We need something more solid than parent or student input on how things are going. (Regarding Parent Satisfaction Survey). How are we going to evaluate them if we must shut down school again? Do you have something planned.

A. Ms. Kristine Morris responded yes. Ms. Melanie Block stated that we are absolutely working on things and working with other Districts. Mrs. Ana Avalos stated that we firmly believe in establishing criteria that they have to earn. We have worked on that as a team. We can be fair but hold people accountable.

Q. Mr. Sunn asked if other schools are opening and if we have been talking to other school districts?

A. Ms. Kristine Morris responded yes. None of the schools are allowed to be in person. They are online at least until August 17th at the soonest, and all are defaulting to online to start the year.

Q. Mr. Sunn asked if we are set up for those families who may not want to return to in person as that may be the case? How will that work with teacher evaluation?

A. Ms. Kristine Morris responded yes. That would be a similar process. Right now, when kids are in the classroom the principal walks in takes notes and observes, it will be similar in a remote setting. The teacher will be here, but students will be online. The principal can log in and observe, take notes and provide feedback. We are prepared to have them do that monthly and also have formal observations as well.

Q. Ms. Kristine Morris asked if there were any more questions?

A. Mr. Sunn responded that he would like to have an Executive Session after the next session to discuss some questions further and how we will move forward.

VI. SPECIAL MEETING INFORMATION AND DISCUSSION:

A. 2020-2021 School Re-Opening Update

Q. Ms. Kristine Morris asked Mr. Matt Haley if we can meet the demand of laptops to all students?

A. Mr. Matt Haley responded that we are close. We have approximately 1300 ready.

Q. Mrs. Briceno asked if the 22 teachers that are wanting to teach online, are required to teach in class?

A. Ms. Kristine Morris responded that this is what we are asking of them.

Q. Mrs. Briceno asked if they are all aware that they need to show up?

A. Mrs. Ana Avalos responded yes. If they cannot be in because they are medically fragile, we have to have the documentation for it. For all others, they do know, and it has been communicated that we are still going through the selection process, and we are looking forward to seeing them all on the 27th. Ms. Kristine Morris responded that it is challenging to staff, as everyone may be online depending on if the Governor is going to extend our closure period. We continue to wait for data and adjust accordingly.

Q. Mrs. Doucet asked how are you deciding who is an online teacher? Who gets to teach online and who stays and teachers in person? Is it by seniority?

A. Ms. Kristine Morris responded that we are asking them to apply. We asked them to respond to a couple questions such as, "why online teaching would be good for you" and "how will you engage?" We want teachers who are committed to engaging on the online platform and making it a good experience for the kids.

Q. Ms. Kristine Morris asked if the board meeting on August 13th is still ok or do you want to move it up as that would give us 4 days to tell parents if we wanted to delay the start on August 17th?

Q. Mr. Sunn asked if we have a survey from the parents?

Q. Mrs. Briceno asked if we are going to change once you go online or in person? Parents may change their mind if they have already decided on one model. We would need to wait until they start school to see how they are doing.

A. Ms. Kristine Morris stated that we have a 2-week window for parents to make a choice and we are asking them to commit for a 9-week window. Whether we open or not they are committing to 9 weeks so that we can get things stable. This allows us to also manage class sizes and hopefully will keep our students and staff safe by having them commit to a 9-week window. The Governing Board may be asked to decide on the 13th if we are going to be open on the 17th or do we keep everyone online. How long we may have remote for all and how will you decide whether to open or not, especially given the widespread virus right now? These may be questions the Governing Board will have to answer and make recommendations for.

Q. Ms. Kristine Morris stated if the Governor says local boards "you need to make this call on your own," would you want me to bring a recommendation on the 13th or hold a meeting earlier than that?

A. Mr. Sunn stated that we don't have data on the parent's feelings, I'm thinking of the parents fear right now and they probably are thinking there is no way they will send their child to school right now. Ms. Kristine Morris responded that we do have survey data. I am looking at the community spread and how widespread the virus is. If you follow what the ASBA and ASA is saying, they are saying the curve in our neighborhood should be down 28 days before even opening up buildings. The positivity rate should be declining over a 14-day period. They would like testing to come back in 3 days. If they set that criteria, then I would come back to you and say here is what our Districts data is looking at.

A. Mr. Sunn responded that would be good. I cannot make a decision until I see what's happening in the future. We have got to keep the kids safe.

Q. Ms. Kristine Morris asked if the 13th to communicate with our community will be too late if we have to make a change?

A. Mrs. Briceno stated we can inform the parents on the 3rd and 4th. Let them know that it could change.

Q. Mrs. Doucet mentioned that we can stay on course like we have stated and if we have to go remote are we able to do that?

A. Ms. Kristine Morris responded yes. Some districts said that they are not coming back until after the first quarter, others have said they will not be coming back until after fall break, and some have said October 1st. They are picking arbitrary dates.

Q. Ms. Kristine Morris asked if the board wants to do that, will the 13th meeting be enough time or would you want to meet before if the Governor doesn't make the call for us.

A. Mr. Sunn responded that the 13th will be good. Like Mrs. Briceno stated we can inform families at the parent teacher meetings that things can change. I do believe they are understanding of this.

A. Ms. Kristine Morris responded that we can inform families at the parent teacher meetings and let them know that by the 14th we will know if we are opening or closing on the 17th. I can then be prepared to inform the community if that is the case.

Q. Ms. Kristine Morris asked if there are any other questions regarding re-opening?

A. Mr. Sunn responded no.

VII. **MOTION TO CONVENE INTO EXECUTIVE SESSION:** (Pursuant to A.R.S. §38-431.03, concerning the discussion of Superintendent Performance Pay Modification).

Motion by Mr. Sunn, seconded by Mrs. Briceno to enter into Executive Session at 5:10 p.m. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet

VIII. **MOTION TO ADJOURN EXECUTIVE SESSION:**

Motion by Mr. Sunn, seconded by Mrs. Briceno to adjourn the Executive Session at 5:59 p.m. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet

IX. **ADJOURNMENT**

Motion by Mr. Sunn, seconded by Mrs. Briceno, to adjourn the study session and special meeting at 5:59 p.m. Vote was unanimous. Motion carried. Aye: Mr. Sunn, Mrs. Briceno, Mrs. Doucet



Mr. Delson Sunn, President of the Board

Date

8/13/2020