

# O.H.E.A. Executive Committee Meeting

## May 13, 2014

- I. **Call to order (Please turn off or set cell phones to *vibrate*)**
- II. **Date of Electronically Approved April minutes - *Jeanna***
- III. **Treasurer's report – *Susan D.***
  - Collected \$2276.61 total for scholarship fund.
  - After awarding the 2 \$1100 scholarships, we have a remaining balance of \$76.61 that will carry over for next year's fund.
  - Great Work!
- IV. **Correspondence -*Jeanna***
  - Andrea O'Connor (OAK) - baby girl
  - Shannon Brown (COH) - sympathy
  - Kristi Nordquist (COH) - sympathy
  - Linda Wallbaum (COH) - sympathy
  - Michelle Ellis (SPR) - baby girl
  - Sam Zartman (BMS) - baby boy
  - Erin Gerrety (BMS) - wedding
  - Thank You Notes from :
    - Kara Hester
    - Cindy Anderson
    - Don Stahl
    - Cindy Anderson
    - Debbie Streicher
  - Greg Grote (BMS) - baby girl
  - Josh Schweinfurth (BMS) - baby girl
  - Phoebe Strohmeier (BMS) - wedding
- V. **Board of Education Meetings**

### **Board Development Meeting: April 21**

- See Oak Hills School Board (OH website) for minutes.

### **Board Meeting: May 5 (M. Vormbrock)**

- Mrs. Hunter and Mr. Yohey commented on the loss of Mrs. Ronda Johnson as district treasurer as she is taking a position as treasurer of Mason City Schools this summer.
- Mrs. Riesenberger highlighted some of the initiatives from this year including implementing the new Ohio learning standards, the new teacher evaluation system, and addition of grade level music performances. She noted that next year C.O. Harrison and J.F. Dulles will pilot Spanish immersion classes in first grade. There is a much interest and even a waiting list for the classes.
- Some second graders from J.F. Dulles performed songs from this year's musical under the direction of Mrs. Alison Rack.
- The Board recognized Educators of the Year, Partners with PTA recipients, and students were recognized for artwork which will be on display the next year at District Office.
- The Facilities committee reported that they were touring schools and may possibly use a consultant to help them target specific projects.
- An appropriation adjustment was made to improve the track at the high school.

- The Board approved the OAPSE contract with Mr. Schinkal complimenting both sides teams during this process.
- The exit survey was mentioned by the board about having teachers/admin that leave the district to fill out as they leave the district for reasons why. Just to understand and learn from the info provided.

## VI. Old Business

- Website: oakhillsea.ohea.us
- Password sensitive area fixed
- Ballots:2014-2015
  - turn into Jeanna before Friday May 16 - tallied please
- Ed. Foundation Dinner - new venue at Twin Lanterns
  - Kim McCoy was recognized - Congrats!
  - Jeanna, Jason, Scott in attendance

## VII. New Business

- Rep Assembly Report- *Attendees*
  - OTES and SLO's: Challenges all over the state
  - No employment decisions are being made on these in Oak Hills  
(It was reported that other districts are using this data to make employment decisions.)
  - FCPE Fund (Fund for Children and Public Education) Helps to provide resources to protect public education. More donations are needed at this important time.
  - Collectively, we are OEA! There is power in numbers.
  - Take the time to write letters to politicians- 20- 25 will impact action on some issues
  - Discussing political liaison position for OHEA: Details to follow
- SLO: Data Summary
  - Rebuttal email from Mr.Yohey
    - Addressed challenges of new system and implementation
    - Supported the belief that data is invalid
    - Attach rebuttal to summative report
  - Tim Cybulski shared district SLO data with Scott
    - Looked for "patterns" and "outliers"
    - A few SLO's were dropped
    - Aimsweb dropped because scores were not back on time
  - Universal SLO's do not take into account the differences among schools with special programs like Read 180.
  - Committee will be formed to revise SLOs and improve implementation
    - Be part of the process if you can so that you have input
    - Reflect now and take notes on changes and revisions in your own situation
  - SB229- Letters to Oppose House version: See website for more information
- Ratification Update
  - Katie and Bill working on it...
  - Working to get a date soon
- 360 Competency Review- *Kathy*
  - Used in the business world to evaluate leaders
  - Evaluate/reflect on leadership for growth purposes
  - Will discuss with Katie to get more information
- Substitute Pay: Letter from former OHEA member
  - Discussion about decrease in pay causing the lack of subs
  - Cut from \$100-\$75

- AESOP not working correctly - causing problems at Springmyer specifically
- One to One Interviews
  - Talk to members about their concerns
  - Gain an understanding of what members need and want from OHEA
- Evaluations - Committee looking at things specifically for future reference
  - Ratings given to teachers across the district
  - Will evaluators in buildings rotate who they evaluate?
  - 16 people responded to survey about problems with OTEs procedure/missing information
- June OHEA Meeting
  - Tuesday June 10 @ 12 @ Holly Asman's House
  - Change in date due to added calamity days
  - New & Old reps are expected to attend

VIII. **Building Concerns** (See next page)

**Next OHEA Meeting: June 10**

**@12:00 Asman's Residence**

**Next Oak Hills School Board Meetings:**

**Regular: June 2 - District Office 6:15 pm**

**Board Development Meeting: May 19 – District Office, 4:30 pm**

**April, 2014 Building Concerns**

**High School:**

- Grading policy change:
  - Affects a year long course. Now 59.5% for year to pass for the year/earn credit. If a student can maintain a A/B average first semester, then they can fail second semester and still pass the course. Concern is that there will be less motivation for students to be successful at the end of the year.
  - The stipulation that students needed a 59.5% average for the second semester was deleted from student handbook; this major change was NOT communicated to teachers or counselors until OHEA brought it up. Then staff was officially informed last week
- SLO Concerns:
  - What is the plan for students who pass/receive credit in course that is a prerequisite for another course, but do not meet a year's growth according to (SLO or vendor) assessment data? How will the data be used to meet student educational needs? How will the data from students who fit this description affect student growth targets for the teacher for the following year?
    - SLO's in Math dept. were dropped
    - Science data, too, was labeled "flawed" by principal.
      - Science dept. gave same assessment for both reg. and honors but had same growth targets

- Level 1 and 2 chemistry and biology students were given same growth targets even though they are 2 different ability levels.
- Science department was told in the spring of 2013 by a former principal that although all students (Level 1 and Level 2) would be given the same test, different growth measurements would be used;
- In the fall, with a different principal, science department was told that the SAME growth measurements would be used for Level 1 and Level 2. Had we known this, we would have made different tests. Revolving door with asst. principals adds to inconsistencies with communication.
  - ODE said we should have tiered growth measurements
  - There is a concern about inconsistency - why not drop data from all departments. Why are we using the data if it is flawed?
- OTES/Evaluations
  - Administrators - marked teacher for unprofessionalism on OTES evaluation for following administrative directive.
  - Inconsistencies on evaluations lead some to believe that some teachers are being unfairly targeted by their evaluators
  - Special edu. teachers being evaluated in reg. edu. classroom -
    - Is the evaluation based on the special ed lesson plan or the reg. edu. teacher's lesson plan? Different administrators have given different evaluation results on the SAME lesson plan
  - Misspelling of some teachers' names. Some misspellings caused computer access difficulties.
  - An ISSN planning bell and Village planning bell will be given to certain staff members. What is the criteria for earning an extra planning bell? Why aren't non-core department heads given a planning bell when they too have additional workloads?

### **Middle Schools:**

**Bridgetown**

**Delhi**

**Rapid**

- Questions and concerns with OTES and SLO scores.
- Clarification needed when an IVS is evaluated using the co-teaching model and the classroom teacher's lesson.

### **Elementary Schools:**

**CO Harrison**

**Delshire**

**Dulles**

**Oakdale**

**Springmyer**

- Questions and concerns with OTES and SLO scores.

## **General Concerns:**

- **Teacher Appreciation Week**
  - **We did not provide something as we usually do. A year-end celebration may be planned to coincide with the ratification of our contract.**
- An increase of support when it comes to discipline at this time of the year would be greatly appreciated.