

Minutes for Goal #6 Meeting #2 10-27-2008

Intro: New members:

Linda Blackburn, WRHS - Patty Rice, HR Department at District Office

We have a liberal timeline compared to other groups in the Strategic Plan

Gary will report to CORE team tomorrow night:

Laurie Roark: Teaching Academy Talked to Stacy Smith about Teaching Academy - #'s down from 23 to 6. Linda says a new teacher (Darlene Dyer) will help the numbers grow.

For paraprofessional certificate – they need 64 credits. Laurie talked how we need to track our graduates. Linda says that Lonnie Barber is helping them start up the track program again to better track our graduates.

Patty Rice says that people can take the paraprofessional test and then participate in “Grow your own” to get degree.

Mike C. Online programs to get Assoc. degree in 2 years. Higher tuition but great for no travel and tough locale in Blaine – remote.

Try to get word out to recent graduates – publicize our programs so local kids know what they need to do to graduate and then get certified. Activate more publicity!

Patty S. Mentoring Program: see handout

New teacher meetings, get a mentor or buddy, there is a timeline, new people are not always teachers so the mentoring program is not as established.

Data from last year: Compiled data – mentee form has consistency in data. Same types of mentoring, golden moments? Challenges? Mentors try to ease the challenges. Patty has no power – relies on principal to enforce the rules and keep the new teachers off committees. Recommendation: Should new teachers be on committees? Coaching: New teachers find it tough to do their coaching job and teach. IEP/504 meetings at start of the year, + school needs – it can be overwhelming. Sometimes the mentor learns from the new teacher. Do we lose a lot of new teachers? 90% retention rate. Retain coaches: it is tough – current staff could do more. Department heads build schedules and sometimes the new teachers get up to 3 preps per trimester.

Mike: Grow your own (GYO) & Housing

Where the \$ come from – federal grant. To retain and attract quality teachers. 115k -120K per year – Lease program, Grow your own, and recruiting of teachers. Some have a degree in a subject but need another endorsement – we help them. We pay for tuition. 14-18 paraprofessionals in the program as of 08-09. Stable funding source. Some may need to be subsidized in general fund if growth is too fast for the funds. Based on ISU credit. Must get at least a “C” and cannot drop the class. Lots of people get into Western Governor’s Program to recertify. We do not pay for their MA degree, but will for their BA. Many reside in the valley and are working

toward certification. Three years of the GYO program. All school funds are like different accounts – up to 30 “Businesses” with different funds. The general fund is for the vast majority of teacher pay. Paraprofessionals already live here – they tend to stay if they are hired for a certified position.

Mark S: The teacher surveys have not been tabulated – Mark wants to know how we want the data. Most on a cursory level were positive. How did you feel at the time of your hire. The valley itself is a draw, already lived here, the pay. Most felt they had decent materials and good materials. Mark will break down the data by level.

Did u have materials: Most yes

Did u have the training: newer teachers yes, older hires not as much, need new training for a new assignment, Mentoring for veterans who move from one assignment to another.

Did the mentoring help?: Not enough time. Tough on new teachers, the job has changed lots of demands. Good PLC structure could help a new teacher. New teachers and their mentors are a PLC as well.

School day redesign? How can this help?

Katie: Our web site

Flyers, benefits, programs are available. Retention of staff data: Who, education levels, age, retirements, Job fairs, 22 hired in 08 (certified), 2008 9 were local, 6 from Boise, many others from State.

Hire on the spot? At a fair? We have the ability, but not the practice. If hire on the spot, who should go? Only a couple of times has a person been hired at the job fair. At a fair we can scope out the competition. Missoula is a good job fair, but the college is changing the practices. CAFE has a job fair- We take bilingual staff to the fairs as well.

Online application -Daily response from HR when an applicant reaches a step in the online process.

Workforce will be depleted as baby boomers retire. 74 in BCSD are 55 or older can retire. Hem and MS have the most 55+ workers.

Signing bonuses? Katie says it does not work and creates negatives.

More job fairs are scheduled. Puerto Rico – Mexico – CAFE – Spokane – Missoula – So. Cal (Costa Mesa) Salt Lake, Texas, Corpus Christi –

Next time? Recruit/Retain/Development (PLC's)

Not a rush, but.....What do we do well?....What do other districts doing?.....What would be our recommendations?.....How do we get to a final product?.....Spot the trends from the teacher surveys.....Reenergize staff when burned out....

Please research staff development, recruiting, retention.

Next meeting: January 12, 2008 - Monday