PA(R) Sub-Committee: November 21, 2016
Welcome: Norms, Attendance, & Pleasantries
     Present: Matt Costa, Janelle Kruszewski, Steve Magno, Lisa Caponigro, Andrea Tufo, Billy O'Brien

A. Updates:
   A. RELB proposal presentation update: Steve
   -the presentation to RELB highlighted the work we have done and the rationale behind the decisions we have made. We were approved for the further development of 4 CT positions for the 2017 school year.

B. Today's agenda/plan/ goals
   1. Sort/review RELB questions from proposal presentation (see page 2)
      a. What does our committee/Central Office do?
      b. Can any of their questions be answered right now?
   2. Determine next steps and prioritize timeline.

C. Decisions/ outcomes of today's meeting
   a. Develop 1 pager- Janelle, for 12/19 meeting
   b. Have members of the Director's meeting give feedback in the 1 pager- Billy, January director's meeting
   C. Hold informational meeting in February to recruit CT/PT

D. Plans for next meeting including due dates, people to contact, etc.
   a. Next meeting is Monday 12/19 at 4:15, location TBD
   b. 1 pager- Janelle

<u>**Questions from RELB**</u>

- **What is the incentive to become a pt? Maybe district PDP's and or credit?**

Since RBT is the only in-district PD where teachers can earn credits toward pay, this would be a good opportunity to incentivise participation in this program. GIven that the CT/PT will meet at least an hour weekly, the amount of face-to-face work would allow participants to complete 60+ hours necessary for PDPs. Also, this work can be evidenced in Standard 4, and possibly other standards depending on the outcomes of the C2C program.

- **What could we do with director meetings to maybe use them to support CT/PT work?**

Director's meetings would be a good opportunity to find relevant PD for both CT and PT to engage in to move their work forward. This could be PD facilitated by CT for PT, or PD that they all engage in together. Director's meetings would not be ideal meeting times because each CT will have a caseload of 10-12 teachers. Also, the use of Director's Meeting time can not be made mandatory given recertification criteria (ie: Ell, Sped).

- **How do you plan to recruit both CT's and PT? When?**

In February, we will be presenting a 1-page overview of the C2C program to interested teachers after the Director's Meeting. Budget permitting we would recruit CTs, the PTs beginning in February, and then hiring in March to give candidates and their building administration time to plan for their new roles.

- **Messaging this to educators in the district is going to be very important and it really should come from teachers. CT position-hiring trickle down effect.**

We will develop a 1- pager and have the teachers and administrators taking the Feedback Director's Meeting provide feedback. When

presenting it to teachers, committee members who are teachers will be presenting.

- **Pilot and then what?**

We are suggesting a two-year pilot. This timeline will allow us to collect data from CTs and PTs to gauge mindset, benefits of participation, etc. We will also collect perceptions of C2C from teachers who are not in the program. It is possible we will be able to identify gaps in the CT role (IE: do we need SPED/ELL CT?

- **What about our current coaching program? Could this evolve?**

Coaches support some teachers in some content areas so not all teachers have access to their support (IE: science teachers). The CT position is a more intense form of coaching that can be available to all teachers- regardless of content position and level of experience. The goal of the CT position is to reach a broader range of teachers looking to improve with a more intense program of support, including goal setting and regular observations.

- **Who would supervise? Team? One individual?**

Building principals would not be responsible for supervising CTs since CTs may/may not be housed in the same buildings. Since they will be meeting with teachers across the district it is suggested that Matt Costa and Christina Porter supervise the CTs.