

**MINUTES OF THE SPECIAL MEETING-WORK/STUDY
OF THE GOVERNING BOARD
SCOTTSDALE UNIFIED SCHOOL DISTRICT NO. 48**

February 26, 2008

A Special Meeting-Work/Study of the Governing Board of the Scottsdale Unified School District, #48, Maricopa County, was called to order at 4:00 PM, at the Scottsdale Unified School District Education Center Board Room, 3811 North 44th Street, Phoenix, Arizona.

Board Members in attendance were Karen Beckvar, President; Dr. Eric Meyer, Clerk; Jennifer Petersen; and Dieter Schaefer. Molly Holzer was not present. Superintendent John M. Baracy was also present. A quorum was present.

Work/Study on Professional Development Plan

Ms. Beckvar welcomed everyone present, which included Administration and certified staff, stating that the purpose of this Work/Study was to continue the conversation on the Professional Development Plan that was tabled at the February 12, 2008 Regular Board Meeting.

Work/Study on
Professional
Development Plan

Dr. Baracy introduced Katy Cavanagh, Assistant Superintendent for Teaching and Learning. Mrs. Cavanagh thanked the Board for setting this meeting to make time for teaching and learning and stated that it is a privilege to be supported by a Governing Board that recognizes the importance of the topic. Mrs. Cavanagh also thanked Andi Fourlis, Director of Recruitment and Professional Development. Ms. Fourlis has provided a model in Arizona for integrating different types of tasks and leadership and how that can guide a district.

Andi Fourlis presented a brief overview of the PowerPoint originally presented on February 12, 2008. The purpose of the Work/Study was to discuss best practices in professional development and share recommendations for further development and implementation. The committee began developing a comprehensive standards based professional development plan in 2006 that would be aligned to District Goals and would focus on four standards:

- Collaborative Learning Communities
- Quality Teaching
- Data Driven
- Resources

The plan being discussed focuses on how the system as a whole and individuals must change to achieve District Goals. It is results driven, standards based, and focused on educators' daily work. The professional development committee wanted a plan that was designed for best practice professional development that is close to the classroom as possible. Also, a plan that found time for teachers to work in environments rich with multiple forms of data where they share best teaching practices and collaborate about student learning. Ms. Fourlis showed a job embedded professional development model of the plan. The model shows a plan that is as close to the classroom as possible and fosters a culture of distributed leadership. The model takes the professional learning that teachers receive through content area and/or instructional strategies and puts it into practice through infusion teams and collaborative study teams. Infusion teams are made up of teacher leaders, administrators, curriculum and professional

development specialists, as well as instructional data coaches, SEI coaches and beginning teacher coaches. The infusion team would come into the classroom and help infuse what the teacher has learned into what is taught in the classroom. Another factor would be using collaborative study groups to get that new learning as close to children as possible. The model is results driven; it is desired that teachers are engaged in best practices, that all students are learning at high levels, that teacher collegiality and networking is increased, and that we retain teachers. Ms. Fourlis presented a list of professional development priorities for 2008-2009. The list included programs that have been successful to be maintained, sustained and enhanced, mainly funded by Indian Gaming Funds, Title 2A, Career Ladder and Grants. Another priority was ideas for expansion that do not require M&O funding, rather possibly funding through Community Schools, Career Ladder or Proposition 301 funds. The third item on the priority list was a list of ideas for expansion that would require M&O funding. Continuing, Ms. Fourlis presented a chart showing the cost of time and talent required for this proposed professional development model:

- \$1.5 million 33 FTE Teachers on Assignment at each site
- \$855,000 19 FTE for TOA at each elementary
- \$490,000 1 day for 1800 teachers
- \$ 45,000 average salary for 1 FTE
- \$ 9,000 average salary for .2 FTE (1 period)
- \$ 100 daily sub rate of pay
- \$ 25 hourly rate teachers earn for participating in professional development outside of their contracted day

Board President Beckvar, in regard to the Priority List hand-out from Ms. Fourlis, clarified the items listed to be maintained, sustained or enhanced are with monies that are fairly stable to continue funding those programs. The other ideas listed for expansion are programs that would require funding from various sources such as M&O, Community Schools, Career Ladder, Proposition 301, or other sources.

Mrs. Petersen began the discussion, thanking everyone for coming to the Work/Study and for their excellent preparation for this presentation. Mrs. Petersen stated that she wanted to be sure that the model presented included horizontal articulation as well as vertical articulation. Ms. Fourlis responded that the model included a three year plan to create professional learning communities which looks at collaboration in grade-like groups as well as vertically.

Mr. Schaefer stated that the District needed to develop a long-term plan for professional development. He would like to see professional development as a priority for the Governing Board and that it was important to allocate the corresponding funds. He would like to dissect the various components of the plan to enable the District to achieve the results they would desire. Mrs. Cavanagh responded that the process Mr. Schaefer is asking for is actually what the professional development team has been doing and that this presentation was the first attempt at some long range planning.

Ms. Beckvar stated that a big concern of hers is that the District overwhelms its staff with too much “on their plates,” and that the District has to find a way to use its staff most effectively.

Dr. Meyer stated that he agreed with Mr. Schaefer regarding the importance of professional development. Study after study has shown that a significant amount of a

budget needed to be expended to have a successful professional development plan. Dr. Meyer stated that he thought that the District did have a long range plan in place and that the question now was if the District was ready to take the next step. This will be a challenge as the District will have to find a way to accomplish this without spending a significant amount of dollars.

Ms. Beckvar stated that one of the things she is hearing Board Members say is that the District may have to look at the school day and the school week and see if there is a more effective way of scheduling to provide the time for professional development. She would like to see everyone be more creative. Ms. Beckvar also stated that when the District talks about Galileo and assessment, that the conversation goes beyond what the State mandates districts test and that we are not just talking about AIMS and that other forms of assessments will be used to enable the District to look at the whole child and children who may learn differently. Mr. Laczko-Kerr, Executive Director of Curriculum, Instruction and Assessment, responded that Galileo benchmark data is only one of the many types of data that SUSD teachers use. SUSD could not have gotten to where it is without laying the foundational groundwork. Mrs. Cavanagh added that Dr. Sackos, Executive Director for Student and Community Services, who was not at the meeting, would also add that the data about the whole child would include their social, emotional, and behavioral well being.

Mrs. Petersen continued that when the Board meets on March 4th she would like to see what programs would give the best results. Also, related to the time issue for teachers, she would like to see a very practical plan of how this model works for classroom teachers. Ms. Beckvar added that teachers should also be involved in the process. Eric Kurland, president of the Scottsdale Education Association (SEA), responded that the teachers do want to be involved.

Mr. Schaefer changed the focus to finance. Mr. Schaefer stated that as a Board, they need to decide how much money they want to spend on professional development. Mr. Schaefer feels there are many creative ways to prioritize without taking anything away from teachers. Ms. Beckvar added that the Board needs to know what percent of the budget is spent on professional development. Dr. Baracy responded that Administration did prioritize this year to identify a pool of approximately \$2.4 million of resources to “take care of its employees.” Approximately \$6 million was trimmed from the budget. There have been some substantial reallocations of resources in the budget. Further, in this tight budget times, Administration is also looking at some combination outside of M&O funding for professional development. Mr. Schaefer responded that he appreciates what has been done but that he still believes there is much more to be reviewed and examined. Ms. Beckvar stated that part of that is looking at all the little programs that have been added and looking at if they are working or not. One such program that seems successful is RTI (Response to Intervention). Investment should be made in this program and those that aren't working should be phased out so that those resources and time are available for staff. Mrs. Cavanagh responded that Administration is gathering data system wide so that they can see what programs actually work. They are working with all the complexes and complex teams, with different content areas and are trying to pull together all the resources they can to replicate models that are working.

Ms. Beckvar thanked everyone for attending the meeting and for sharing with the Board so that they could have an understanding of all the great things that are happening in the classrooms and at the schools that they don't get to see on a daily basis. The Board is very interested and understands the importance of professional

development. One other thing to keep in mind is that there is professional development for other employees, including classified, and it needs to be decided what type of professional development is needed to help those employees understand how they too can assist students.

Mr. Kurland thanked Ms. Beckvar for asking for this separate meeting allowing the opportunity for staff and the Board to discuss such important issues in this manner.

Ms. Beckvar stated that the message from the Board down was that the District believes that all students can learn and that it is expected that all teachers, support staff, and administrators are going to be working towards helping every student reach their full potential.

At 5:20 PM, Mrs. Petersen moved to adjourn the meeting. Ms. Beckvar seconded the motion.

Motion #71
Adjournment

The motion was approved with a vote of 4 – 0.

Dated this 26th day of February 2008.

The Governing Board of the Scottsdale Unified School District #48

Karen Beckvar, President

Eric Meyer, Clerk

ABSENT

Molly Holzer

Jennifer Petersen

Dieter Schaefer