

Meeting Summary SCPC

School Community Partnership Council – General Meeting

Date: 11/17/2014

Location: Pueblo Magnet High School Cafeteria, 3500 S. 12th Ave.

Call to Order: Michelle Simon, 6:00pm

Pledge of Allegiance: Not performed (no flag available)

Attendance: Michelle Simon (Moderator), Bonnie Klahr (co-Moderator), Kristen Bury (School Board Liaison), Joan Dawson-Werner (Secretary), Eugene Butler, Jr. (Asst. Superintendent of Student Services), Dr. Mark Stegeman (School Board Representative) and additional SCPC members (see attendance record).

1. Introduction of Eugene Butler Jr., Asst. Superintendent of Student Services

- Mr. Butler provided updates and announcements regarding events happening within TUSD.
 - Open enrollment/magnet applications must be submitted to the TUSD administrative offices before close of business on December 12th to be considered for the January lottery for placement. The applications are date and time stamped, so it is imperative that parents take the applications to the district office or give school sites sufficient time to get applications turned in before the deadline.
 - Family engagement is an important part of TUSD. The Wakefield center will be opened in January and will be a coordinated effort with the organization Higher Ground. The Palo Verde center will open in April 2015.
 - The Strategic Plan update was on 11/15 and a lot of great information was shared with the participants. The next update will be held in February 2015.

2. Introduction of Anna Maiden, Chief Human Resources Officer and Janet Rico-Uhrig, Director of Talent Acquisition, Recruitment & Retention-Human Resources

Ms. Maiden and Ms. Rico-Uhrig provided information related to the recruitment, retention, and development of teachers and staff within the TUSD system. They provided an overview of the hiring process, gave information related to the new hiring software (Infinite Visions) that is being implemented, and information related to continuing education/professional development for teachers and staff. The process was identified as being student-centered, seeking out diverse applicants with excellent qualifications. Each category is broken out here, with a list of questions included at the end of the summary:

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- **Recruitment:**

TUSD uses traditional media outlets including state and local newspapers to advertise for jobs within the district. Facebook and LinkedIn are also being used in the promotion of job opportunities. Open positions are posted on the TUSD website at <http://www.tusd1.org/contents/employment/apply.html>. The previous hiring process resulted in delays of 30-60 days in order to fill a position. The current system has reduced the hiring process time to 14-30 days. TUSD also reaches out to colleges to recruit graduating students for the district. TUSD participates in the veterans program, Troops 2 Teachers and will be participating in the 25th annual diversity fair. Questions arose regarding the recruitment of experienced teachers, current job openings for all district positions, and outreach to colleges other than the University of Arizona. The group also identified student teaching opportunities as a significant means of recruitment. Outreach to colleges like University of Phoenix, ASU, and NAU should be included to increase student teaching opportunities.
- **Retention:**

TUSD provides a competitive compensation package including various benefits. Teachers receive a stipend for attaining a master's level education. Questions arose regarding stipends for "hard-to-staff" schools and under-performing schools and the SCPC members were told that no stipends were offered at this time. Questions regarding morale building, quarterly "check-ins," and exit interviews were brought up by the SCPC members. The group was informed that exit interviews are not part of the current process when a teacher or staff member resigns. Many members felt it was impossible to make improvements in retention without doing exit interviews. The members also felt that the responsibility for building and maintaining a positive culture and improved morale of teachers and staff fell to the school principals, but administration needed to provide the structure to be used. The group also discussed the use of mentorship opportunities for increasing responsibility and encouraging movement up the career ladder.
- **Professional Development:**

Currently, professional development is provided for teachers only. Long-term substitute teachers are encouraged (but not required) to attend professional development sessions. Classified employees have specific trainings they are required to complete. With the implementation of the College and Career Readiness standards, professional development has focused on how to align current teaching practices with state requirements. Professional development also provides teachers with additional resources related to curriculum development and lesson planning. Professional development can be done through Teachscape-PD modules online, with specific trainings and webinars. Questions regarding mentorship, other staff training, and incentives for moving up the career ladder were brought up by the group.

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3. Upcoming SCPC calendar and topics, Michelle Simon, Moderator

- Based on the priority topics from October's SCPC meeting, the calendar of topics will be as follows:
 - December 2014-Food Service/Holiday Activities
 - January 2015-Curriculum/Testing/Learning Resource Center
 - February 2015-State of the District
 - March 2015-Facilities/Solar/Campus Cleanliness
 - April 2015-Communication/Community Engagement/Elections

Meeting Adjourned: 7:48pm (Michelle Simon)

Summary prepared by: Joan Dawson-Werner 11/26/2014

Summary Approved: Michelle Simon 11/26/2014