

Personnel Agenda **NOTES in red**

Thursday, May 7, 2020 (via Zoom) **NEXT MEETING: Wed., May 27 at 3:00pm (via Zoom)**

Members: John G, Jeff E, Jessie H, Heather R, Lisa A, Shannon F, Tom J

Attendees: John G. Jessie H. Heather r. Lisa A. Tom J. Jeff E. (Annie C.)

A. What will the policy look like in the 2020-2021 handbook?

1. **Changed to:** MSA Teacher Development and Evaluation (**Three Year Cycle**)

B. How does it fit in with the rest of the process?

1. The process in the handbook is unclear.

i. Page 18= two separate processes are listed

1. Teacher Development and Evaluation

a. **Changed to:** MSA Teacher Development and Evaluation (**Three Year Cycle**)

b. **Changed to:** MSA **Annual** Job Performance Review Process

2. Job Performance Review

a. **See changes in actual document (changes are in red and deletions have been deleted).**

-----**ENDED HERE**-----**5/7/2020**

ii. Pages 31-34 = two separate processes, but mixes elements together

1. Teacher Development and Evaluation; This mixes everything together:

a. Goal Setting

b. Observation cycle for new and established teachers

c. Teacher Growth Plan

d. PIP

2. Job Performance Review: Or should the goal setting go here?

3. Does a growth plan come from a lack of development, or you're not a good fit on your Job Performance Review? I think both? Could a person be not invited back because of a poor job performance review, but never have been on a growth plan or PIP? Which one does the 'discipline' come from?

4. Side note: 3rd week of April? It was spring break before? Why is it so late for the employees, when the director is the end of March?

C. Where to go next?

D. Next meeting?

