

BIG SPRING SCHOOL DISTRICT

Newville, Pennsylvania

COMMITTEE OF THE WHOLE OF THE BOARD MEETING MINUTES

MONDAY AUGUST 5, 2019

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I. CALL TO ORDER

The Committee of the Whole of the Board of School Directors for the Big Spring School District met in the Big Spring High School Large Group Room, Room 140, at 7:00 p.m. with seven (7) directors present; William Swanson, President; Todd Deihl, Vice President; William Piper, Secretary; Robert Over, Richard Roush, John Wardle, and Bob Kanc

Absent: Kingsley Blasco and David Gutshall

Others in attendance: Richard W. Fry, Superintendent; Richard E. Kerr, Jr., Business Manager; Rick Gilliam, Director of Building and Grounds/Transportation; Cathy Seras, Board Minutes

II. PRESENTATION:

A. Induction Update

- Dr. Robyn Euker, Director of Curriculum and Instruction
- Mr. Tim Kireta, High School Social Studies Teacher
- Dr. Euker began the meeting with the introduction of Mr. Tim Kireta, High School Social Studies Teacher.
- Mr. Kireta defined Induction; and he stated that all school districts must have a PDE approved induction plan. He stated that all full or part time educator must participate in the induction program.
- Mr. Kireta communicated that Induction is a three year program.
- Dr. Euker talked about the Mentor teacher and the role they play assisting the inductee.
- Dr. Euker discussed Induction I and defined the various components of the Danielson Framework.
- Dr. Euker also communicated the information listed as part of Induction I:
 - Four after school workshops with mentors.
 - Monthly meetings with building administration.
 - Collaborative planning and support with their mentor.
 - Four Clinical Supervision Cycles (Observations)
- Mr. Kireta discussed and defined the Induction II and Induction III process.
- Dr. Euker talked about analyzing the Induction program and the changes that will take place to ensure success for staff.
- Dr. Euker discussed why the change would take place and communicated the possible changes of the program.

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- Dr. Euker discussed and defined the program goals, outcomes and structure of the program.
- Dr. Euker shared next steps of the Induction Program which will include:
 - a. Gathering feedback on the mentoring structure and new teacher.
 - b. Integrating “Flipped Learning” some BSSD 101 topics.
 - c. Aligning program evaluation towards revised induction process and goals.
- Mr. Wardle shared his thoughts on potential discussions with teachers on what their future years will be like.
- Dr. Fry discussed dispositional hiring with the Board of School Directors.
- Mr. Over asked about the retention rate for professional staff.
- Mr. Piper referenced to Dr. Robert’s July 22nd presentation and stated the retention rate is 96.72%.
- Dr. Fry stated that BSSD is ranked #1 in Cumberland County when it comes to starting teacher salaries.
- Mr. Piper stated BSSD has great leadership and Dr. Fry stated “it takes a team”.
- Mr. Kanc and other members remarked that the information was great and kudos to Dr. Euker and Mr. Kireta.

III. PREVIEW OF THE AGENDA

President Swanson requested that the Board address XII. NEW BUSINESS PERSONNEL CONCERNS, Items A through H as a single action item.

IV. BUILDING & PROPERTY COMMITTEE

No discussion

V. FINANCE COMMITTEE

No discussion

VI. DISTRICT IMPROVEMENT COMMITTEE

No discussion

VII. BOARD POLICY

No discussion

VIII. ITEMS FROM FLOOR

No discussion

IX. ADJOURNMENT

Motion by Roush, seconded by Kanc to adjourn, the meeting.

Roll call vote: Voting Yes: Swanson, Piper, Deihl, Wardle, Over, Roush and Kanc

Motion carried unanimously. 7-0

The Committee of the Whole meeting adjourned at **8:00 p.m.**

William L. Piper, Secretary