

# **BIG SPRING SCHOOL DISTRICT**

**Newville, Pennsylvania**

## **COMMITTEE OF THE WHOLE OF THE BOARD MEETING MINUTES**

**MONDAY JULY 22, 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 7:02 p.m. with eight (8) directors present; William Swanson, President; Todd Deihl, Vice President; William Piper, Secretary; Robert Over, David Gutshall, John Wardle, Kingsley Blasco and Richard Roush

Absent: Bob Kanc

Others in attendance: Kevin C. Roberts, Assistant Superintendent; Richard E. Kerr, Jr., Business Manager; Rick Gilliam, Director of Building and Grounds/Transportation; Cathy Seras, Board Minutes; Andy Milone, Valley Times Star;

### **II. PRESENTATION:**

#### **A. Big Spring SD Hiring Practices – Dr. Kevin C. Roberts, Jr., Assistant Superintendent**

- Dr. Roberts talked about the District's focus regarding recruitment and hiring. Dr. Roberts stated the importance of the selection and retaining the highest quality teachers for students and the community.
- Dr. Roberts communicated that in 2009-2010 PDE issued 14,247 new teaching certificates and in 2016-2017 PDE issued 4,412 teaching certificates.
- Dr. Roberts shared the recruitment process with the Board of School Directors.
- It was shared that Big Spring School District attended the university's listed to assist in teacher recruitment.
  - o Millersville University
  - o Shippensburg University
  - o Penn State University
  - o University of Delaware
- Dr. Roberts communicated that social media is utilized to assist with the recruitment of teachers such as Facebook, Twitter and LinkedIn. The District website is utilized as well.
- Dr. Roberts shared a video of a new teacher and stated the video is part of the screening/hiring process.
- Dr. Roberts shared a team of administrators and principals utilize a rating tool to assist in narrowing down candidates.
- Dr. Roberts talked about the Induction and Mentor Programs and walked through the three-year induction/mentor programs with the Board of School Directors.

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- Dr. Roberts communicated the new professional staff retention rate which is: 96.72 %
- Dr. Roberts shared the information listed regarding the status of the Big Spring School District.
  - a. Out of 500 places to teach in PA; BSSD rates #157
  - b. Out of 10,828 places to teach in America; BSSD rates #1,249
  - c. Out of 498 best school districts in PA; BSSD rates #167
  - d. Out of 10,758 school districts in America: BSSD rates #2,890
- A discussion was held regarding veteran teachers and how to continue to keep them engaged after teaching 5-15 years.

**III. PREVIEW OF THE AGENDA**

President Swanson requested that the Board address XII. NEW BUSINESS PERSONNEL CONCERNS, Items A through N 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 Deihl by to adjourn, seconded by Wardle to adjourn the meeting.

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

Motion carried unanimously. 8-0

The Committee of the Whole meeting adjourned at **7:35 p.m.**

William L. Piper, Secretary