

## Academic Freedom/Instruction Meeting

October 25, 2018

Present: Glen Szymoniak, Jill O'Donnell, John Rademacher, Geralyn Smith, Kay Linman, Laci Teaters, Cori Swan, Sarah Shively, Jennifer Hayes, Stephanie LeRoy. Audience members present.

Glen began by reviewing Article 6 of the KCEA/KCSD Bargaining Agreement, Academic Freedom. As well as Article 28, Grievance Procedures.

Reviewed the MOA between KCSD and KCEA; Glen hopes to have findings ready prior to the April 1, 2019 deadline.

Reviewed Resolution 18-15: Commitment to study, discuss, and address the subject of Academic Freedom.

Reviewed Academic Freedom Committee charge and process.

- This summer Glen was given a list of suggested names by Jill O'Donnell, of people he should talk to to get a feel for the various opinions in the district surrounding the subject of Academic Freedom.

Discussed the intent behind a survey that will be administered and interpreted by Ed. Northwest. It will be completely anonymous. Glen had the committee review a draft of the survey and provide feedback. Once distributed, the survey will be open for 2 weeks. Its original plan was to be made available to all K-12 teachers. After the survey closes, the committee will evaluate the data, hear testimony, and then provide recommendations to the Board.

11/1 and 12/13 at 4pm were proposed as the next meeting dates. 12/13 does not work for 3 people in attendance. Discussion about having 11/29 as the next meeting date, rather than 11/1. Cori is unavailable on 11/29, but requested to join the meeting via Zoom. Survey results will be reviewed at the 11/29 meeting. 12/12 will be the next date; at that meeting the committee will hear testimony. There will be sign-up sheets available for interested parties to address the committee.

1/17 will be the January meeting date, at that time the committee will work toward a recommendation.

The committee reviewed and discussed the draft survey and provided feedback. It was determined the survey should really be distributed to elementary teachers only; secondary teachers would skew the data. Cori asked how this became a literacy only issue; that was not the original intent as she understood it. Geralyn agreed, it was not a singular, narrow issue. It's the whole picture of the elementary day of instruction.

A proposed survey questions:

- Do you have adequate time to teach science, art, social studies, etc?

Glen asked committee members to email him with questions they would like to see on the survey. The discussion progressed and it was determined that Glen will send the draft survey via email to all committee members. They are asked to make edits and return to him by Tuesday, 10/30 at noon.

Glen reiterated that everyone's input is going to be valued and respected, without fear of retribution.

Geralyn said it is very difficult when reading experts are in the classroom critiquing the teacher. She would like to see this concern reflected in the survey.

This is about the freedom to differentiate.

Glen will email the survey in Word to the committee.

It would be nice to see the Board send out a statement confirming their commitment to this process and reiterating to all providing feedback that they are free to respond honestly and opening without fear of retribution.

Glen will be forming a teaching and learning committee soon.

Closed with a discussion about what does the term Academic Freedom mean?

- Consensus – Academic Freedom refers to technique, time, and materials.