

## Academic Freedom Meeting

March 19, 2019, 4:00 PM

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

Glen began by welcoming those present and thanked the committee members for their dedication.

Glen reviewed the committee charge and history regarding work completed thus far. i.e. administered the survey, reviewed survey results, and evaluated feedback as it related to current contract language.

- Principals use resources given to them to run their building to meet the needs of the students. The school is a unit of success. Coordination occurs at the District level.
- Kay Linman – feedback she has provided to the Committee is a result of information brought to her via conversations, survey results, etc. The issues are:
  - WIN (What I Need) Time; not enough flexibility
  - Walkthroughs. What is their purpose? A lot of misconceptions surrounding walkthroughs caused feelings of distrust.
- Sarah Shively – The Admin group discussed and reviewed master schedules and the need for an ability to allow for social-emotional topics.
- Jennifer Hayes – It is recognized that not every student needs reading intervention. It boils down to lack of people (inadequate staffing) to facilitate benchmark students.

Glen – How walkthroughs happen are at the building principal's discretion. Not if, but how. The administrators have addressed misconceptions in writing; administrators will need to review this document with their staff. This should put all misconceptions to rest.

In regard to pacing and scripted programs, they are more flexible than people realize.

All administrators present feel comfortable with the ability and freedom to move forward.

Glen wants to move in the direction of the Skillful Teacher program.

Jill O'Donnell recommended making sure all administrators have a copy of "*Oregon's Early Learning and Kindergarten Guidelines*".

Laci Teaters – Changing the contract language will not fix the issues. Contract language is not the problem.

Sarah agreed.

Glen – the process currently outlined in contract language is standard operating procedure.

Kay Linman agreed. The issue does not lie in contract language. Kay would like to hear category by category what administrators came up with regarding the common issues, complaints, and misconceptions. A copy of the Administrative Take-aways document will be available on the KCSD website, in the Academic Freedom section and will be shared with staff.

Cori Swan – Does not disagree with statements regarding contract language. She wants to see conversations continue to adequately facilitate change. How do we make sure we do not fall back into the incorrect perceptions.

Kay wants to make sure all administrators are openly and transparently presenting the take-aways document and operating accordingly.

Glen outlined his future plans for teacher professional development.

Glen asked for a show of support regarding Laci's recommendation. Sarah, Jennifer, GERALYN, Kay, Cori gave a show of support.

Jill O'Donnell will make the following statement to the board at the April 18 Regular Board meeting regarding the Academic Freedom contract language in Article 6, Section C

After examining survey results, hearing testimony, and taking part in many open conversations, the Academic Freedom Committee recommends to the Board no change to current contract language. Rather a document was drafted to address concerns which will be openly shared on the KCSD website and between building administrators and teachers.

All information pertaining to the Academic Freedom Committee can be found on the KCSD website, under the School Board section.

There will be no more meetings of the Academic Freedom Committee, they have fulfilled their commitment to examine the KCEA/KCSD contract language in Article 6, Section C.

Meeting ended at 4:47 PM