

The Classical Academy  
975 Stout Road  
Colorado Springs, CO 80921

Board of Directors Meeting  
North Campus  
Tuesday, May 31, 2011

I. Call to Order (6:00p.m.)

Chairman Steve Pope called the meeting to order at 6:11pm.

II. Pledge of Allegiance / Roll Call

Est. Time: 5 mins

Board members present were Steve Pope, Matt Carpenter, Jim Woody, Ron Mast, Jim Kretchman. Lisa Sutton and Kirk Cameron were both excused

Steve Pope - thanked all involved for both graduations at TCA high school and college pathways

III. Discussion Agenda Items

a. Staff Evaluation Process

- i. Present current teacher hiring and evaluation process and discuss ideas for getting community feedback, including parent and student surveys. **Note:** This topic was discussed in May 9th Board Meeting. The special board meeting provides time for the Board and Administration to discuss in further detail.
- ii. Presenter: Dr. Bohn      For: Discussion      Est. Time: 2 hours

David asked Don Stump to lead the discussion on this topic.

Every teacher/ employee is evaluated on an annual basis of four components:

1. Professional responsibilities
2. Classroom design and management
3. Instruction and interaction
4. Assessment and feedback

Sometimes top teachers select other schools instead of TCA primarily due to pay being higher at other schools. It is especially difficult at the secondary level to hire specific subject areas.

From TCA Leadership's perspective, they do listen to parent feedback. It doesn't mean the parents are not heard in cases where Leadership doesn't do what parents are requesting.

Key Terminology at TCA:

- GROWTH PLAN - goal is to improve or other result could be letters to document termination
- LETTER OF COUNSELING
- LETTER OF REPRIMAND
- TERMINATION - could mean during the year as well as not renewing for the next year

Possible observers of teachers at high school include DrPretore, Haist, Munson, and IPD staff and then group discussions with coaching for teachers. This is the informal process and includes a growth chart of improvement and constant feedback.

The formal process that would lead to termination includes multiple meetings, documentation, and feedback that improvement is not occurring. The length of the process depends on the severity of concern. Data points for improvement or lack of improvement include student surveys (recent occurrence of all high school students), homework load, and grading patterns.

A question that TCA Leadership wrestles with in some situation is whether to retain a teacher that has shown only slow growth after significant effort/resources have been focused on improvement or should TCA Leadership be looking for a new teacher from a limited pool who may take a year or so to determine if she/he will be a good fit.

Chris Leland stepped out at 6:55pm due to another commitment.

Different members of the TCA Leadership and TCA Board shared their perspectives on this topic. The discussion was very open and honest.

The board also discussed its role and responsibility to define community 'pain points' including the severity of the 'pain points' in the community.

#### IV. Adjourn Meeting

Moved by Jim Kretchman, seconded by Matt Carpenter, to adjourn the meeting, at 8:26pm. Roll Call. Approved by unanimous vote.

The public meeting was adjourned at 8:27pm.