

West Hartford Public Schools  
Board of Education  
Regular Board Meeting  
**February 3, 2015**

Present: Mrs. Exum, Ms. Gilcrest, , Dr. Overmyer-Velazquez, Mr. Putterman , Mr. Sarzen,  
Mr. Schmitt, Mr. Zydanowicz, Superintendent Moore, Henley Solomon (Conard), Paul  
Zeuschner (Hall)  
Regular Meeting – Town Hall – Legislative Chamber

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<p>The meeting was called to order at 7:00 p.m.</p>	
	<p style="text-align: right;"><i>Roll Call/Pledge of Allegiance/Revision to Agenda Order</i></p>
<p>Dr. Overmyer-Velazquez offered congratulations to all of the Board of Education Award winners who were recognized just prior to the meeting at a ceremony held at King Philip Middle School.</p>	
<p>There were no Public Communications.</p>	<p style="text-align: right;"><i>Public Communications</i></p>
<p style="padding-left: 40px;">Mr. Schmitt moved, seconded by Mr. Sarzen:</p> <p style="padding-left: 40px;">THAT the Board of Education adopt the Capital Improvement Plan (CIP) for 2015-2016</p>	
<p>Dr. Andy Morrow reiterated that this was a \$4.2 million dollar plan, received by the Board at its previous meeting, which will address the ongoing maintenance needs of the schools. It was noted by the Board that this is in partnership with the town and subject to final approval by the Town Council.</p>	<p style="text-align: right;"><i>2015-2016 Capital Improvement Plan</i></p>
<p style="padding-left: 40px;">The motion passed unanimously.</p>	
<p>Mr. Tom Moore expressed sympathy to the Whiting Lane community on the passing of ESOL tutor Carol Goldstein. He recited some of the accolades received by the school community made by the Mayor in his State of the Town address which Mayor Slifka described as very strong. Mr. Moore noted that the Charter Oak Academy bid opening process has gone well with a large number of bids submitted. The project is on budget and he expects an official groundbreaking sometime in the spring. In addition, Charter Oak just had their reauthorization visit from the International Baccalaureate Accrediting group with excellent results. He noted that, in reply to expressed concerns, the school roofs were not yet in danger from snowfall</p>	<p style="text-align: right;"><i>Superintendent's Report</i></p>

amounts. He also thanked both John Philips and the Department of Public Works as well as parents and community members for keeping the roads and sidewalks clear, thereby ensuring the safety of students getting to school. Mr. Moore then introduced the Charter Oak video on Creativity which will be shown at the IB International Conference at the Hague in April.

Assistant Superintendent of Curriculum, Instruction, and Assessment Dr. Nancy DePalma, Human Resource Director Mr. Rick Ledwith, and WHEA President, Mr. Dave Dippolino provided the Board with an update on the Teacher and Administrator Evaluation Program (TEVAL).

Mr. Ledwith reviewed the changes from the original plan which was implemented last year. After surveying teachers and administrators half way through the year, the 11 person steering committee was reconvened adding an additional 35-40 teachers and administrators to rework and update the plan. Some of the highlights included changing the goal setting and self assessment process, options related to Student Learning Objectives (SLO), the instructional framework and the observation protocol.

The forms were streamlined to make things less stressful and cumbersome. The teachers have been given the option of having only one SLO. The instructional framework was changed; focus areas were reduced from 5 to 4 and indicators have been reduced from 26 to 11. There have been no changes to the observation protocol for non-tenured teachers. For tenured teachers the observation protocol will be tied to their evaluation from the prior year.

Dr. DePalma reviewed the changes for the support service educators and administrators. It was noted that the service delivery of this group is different than that of a classroom teacher. Therefore, a rubric was constructed that it is being piloted this year and thus far being well received. With administrator evaluations they are looking to foster the growth mindset and to work collaboratively to improve instructional delivery for all students. The number of SLOs for administrators was reduced from 3 to 2. A mid-year conference form was added to give evaluators and evaluatees a chance to touch base regarding their progress. It was noted that the evaluation process is time and labor intensive but yields good results. Collegial calibration is being used as a support tool for administrators. Groups are meeting 3-4 times a year to observe a classroom together and a facilitator then helps refine their

*TEVAL  
Update*

observations so that their evaluations will be more effective. There will be another survey coming up for WHEA and WHAA members to get their feedback on the changes. State and federal discussions and initiatives will be monitored for possible future changes.

Mr. Dippolino noted that change is hard and said that everyone has been working hard to make it work. The biggest concern seems to be the time it takes to comply with the new changes. The teachers are also looking for professional development on how to construct SLOs. There is also a concern about teachers being tied to the number of a test score. The most beneficial thing for them is the conversation they have with their evaluator about how things are going in their classroom. He also expressed concern that a student's one time test score would play a role in the teacher's evaluation rather than looking at how that student has progressed.

Mr. Moore noted that he did not want teachers staying up late at night writing up what they thought he wanted to see. Rather he would like them to have goals and conversations about what they can do to help their kids. Collegial calibration is all about learning how to give advice and build a partnership relationship between teacher and evaluator.

Board members acknowledged concern about the difficulty and anxiety associated with the process. They were also impressed with the fact that everyone was working collaboratively to re-evaluate and re-work the process. There was discussion about how to educate teachers on how to develop and write SLOs using different indicators available at different levels, the role of testing, training for trainers and the possible role of required testing next year.

Mrs. Exum moved, seconded by Mr. Zydanowicz:

THAT the Board of Education approve the minutes of the regular Board of Education meeting of January 20, 2015.

The motion passed unanimously.

Henley Solomon (Conard) reported on "Do Something Week", upcoming concerts, the Gap Year Fair, the A Capella Group B# won first place at the Wyvern A Capella Festival and a special guest from Broadway will be speaking with the cast from "Hello Dolly". Paul

*Approval of the Minutes*

*Report from Student  
Board Representatives*

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Zeuschner (Hall) reported on “Do Something Week”, and thanked those responsible for having the sidewalks cleared.

Dr. Overmyer-Velazquez announced the following meeting dates:

1. Thursday, Feb. 12, 2015, High School Mascot Community Forum, 7:00 p.m., Town Hall auditorium
2. Wednesday, Feb. 18,, 2015, regular Board of Education meeting, 7:00 p.m., Town Hall, 50 South Main Street, Legislative Chamber, room 314
3. Tuesday, March 3, 2015, regular Board of Education meeting, Presentation of the Superintendent’s Budget, 7:00 p.m., Town Hall, 50 South Main Street, Legislative Chamber, room 314
4. Wednesday, March 11, 2015, Budget Workshop #1, 7:00 p.m., Town Hall, 50 South Main Street, Legislative Chamber, room 314
5. Thursday, March 12, 2015, Budget Workshop #2, 7:00 p.m., Town Hall, 50 South Main Street, Legislative Chamber, room 314
6. Tuesday, March 17, 2015, regular Board of Education meeting, 7:00 p.m., Town Hall, 50 South Main Street, Legislative Chamber, room 314
7. Wednesday, March 25, 2015, BOE Public Hearing followed by Budget Workshop #3, 7:00 p.m., Town Hall, room 314, Legislative Chamber

*Announcement of Meeting Dates*

Mr. Schmitt moved, seconded by Mrs. Exum:

*Adjournment*

That the Board adjourn at 8:40 p.m.

The motion passed unanimously.

ATTEST:

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Mark Overmyer-Velazquez, Chairperson      Terry Schmitt, Secretary  
*Respectfully submitted by: Ms. K. Hickey, Acting Clerk of the Board*

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