

# Collaborative Conferencing

March 15, 2022

Facilitator: Melissa Lindsey

1. Introduction/Check-In

Members Present: Emily Clay, Chris Jarrell, Jessica Harris, Emily Vaughn, Melissa Lindsey, Dr. Sean Impeartrice, Dr. Mary Gist, Jeanine Johnson, Stefi Outlaw, Chris Reneau, Dr. Tanisha Taylor, Rosalyn Evans, Dr. Kimiko Thomas

2. Review of Minutes for February 8, 2022: Revisions made and approved.

3. Scope of Conferencing

a. Working Conditions

i. Employee Dress Code

1. Revision to bullet 4, correcting to “No exercise wear is permitted...”

ii. CMCEA survey results review

1. CMCEA presented drilled down data on the reasons teachers are considering seeking alternative employment as a follow up to the survey data presented in the fall, noting that behavior, work load, and pay were the most selected.
2. Discussion of workload due to survey data stating that 63% of respondents felt their workloads increased. CMCSS attributed some of that to high COVID numbers in the weeks leading up to Spring Break. Further analysis of workload issues based on specific Elementary TAG question in reference to ELA workload. Discussion of how there needs to be clarification of what is and is not a district expectation. CMCSS plans to address the issue of expectations through principal meetings. CMCEA also referred to TN Compass and TEAM rubric observation issues because teachers who have a 5 LOE due to nullified scores are still having announced observations, thus adding to their workloads. CMCEA noted that 70% of respondents said there has been no change to planning expectations and that 53% of respondents are not regularly receiving your required 150 minutes of individual planning time.
3. CMCEA stated that teachers would prefer virtual settings for trainings similar to January 5<sup>th</sup>, noting that 81.7% responded positively. Contributing factors were current gas prices as well as the difficulty of traveling for half day trainings given time constraints. CMCSS noted that virtual training, like virtual teaching, has successes and struggles, pointing out that engagement is an issue for training in the same way. According to CMCSS, there will likely be a mix of virtual and in-person training for the foreseeable future. Discussion of how to manage time for days that require people to be out of their building i.e., training is often done in three-hour chunks, but that makes the traveling difficult in between locations on half-day trainings.
4. 75% of respondents to the question asking why teachers were considering leaving the profession claimed that behavior/discipline were a reason for their thinking. 90.59% stated that student behavior and discipline sometime impeded their ability to effectively complete job responsibilities, 61% of whom said behavior impeded their teaching on a daily basis while 42% have concerns about physical safety.
5. The CMCEA survey also addressed stress and health concerns. Of respondents, 66.73% said that the stress level has increased since last semester. 61.62% have sought additional support for mental and physical

health due to their working conditions. CMCEA noted personal observations anecdotes concerning teachers choosing mental health related medications, mental health supports like counseling, and potentially other either helpful or harmful choices with alcohol, meditation issues, and so forth.

6. CMCSS posited that all of the data is related to teacher retention and noted that as an organization, the system is able to focus on and improve targeting issues as is evidenced in academic practices. There have been moves toward working on teacher retention through the Employee Relations Coordinator, research-based teacher retention strategies, and surveying and diagnosing issues within the district. CMCSS will share more about the process as it continues as well as sharing appropriate messaging and best practices.
7. CMCSS will share the resource sharing plan as a means of reducing teacher workload (elementary literacy) for teachers at our next meeting.

4. Next Meeting – April 12, 2022 at 4:30

Minutes taken by Emily Clay