THE BOARD OF PUBLIC EDUCATION
OF THE SCHOOL DISTRICT OF PITTSBURGH, PENNSYLVANIA

MINUTES

Meeting of: December 22, 2010
(Continuation of December 15, 2010 meeting)

Call of the Meeting: Legislative Meeting

Members Present: Dara Ware Allen, Mark Brentley, Jean Fink,
William Isler, Floyd McCrea,
Thomas Sumpter, Sherry Hazuda

Members Absent: Theresa Colazzi

The following matters were received and acted upon.

Actions taken are recorded following the reports.
PLEDGE OF ALLEGIANCE

ROLL CALL

NEW BUSINESS

1. Employee Resignation and Agreement/General Release [Roll Call]

2. Alternative Rating Form for Teachers Using RISE (Research-based Inclusive System of Evaluation) [Roll Call]

3. Adjustment for Pittsburgh King Calendar Beginning with 2011-12 School Year [Roll Call]

ADJOURN

We are an equal rights and opportunity school district.
New Business – Item #1

Employee Resignation and Agreement/General Release

NOW THEREFORE BE IT RESOLVED:

The Board of Education accepts the resignation of Christopher M. Berdnik effective December 31, 2010.

BE IT FURTHER RESOLVED:

The Board of Education approves the agreement and general release with Christopher M. Berdnik as submitted.
New Business – Item #2

Alternative Rating Form for Teachers Using RISE (Research-based Inclusive System of Evaluation)

NOW THEREFORE BE IT RESOLVED:

The Board of Education authorizes the submission of an alternative rating form for teachers using RISE (Research-based Inclusive System of Evaluation) to the Pennsylvania Department of Education per the attached form, and designates the Superintendent to make revisions necessitated by revisions in regulations, directives from the Pennsylvania Department of Education as well as any other non-material adjustments that may be necessary.
**PROFESSIONAL RATING FORM**

For Teachers Evaluated by the Research-based Inclusive System of Evaluation (RISE)

<table>
<thead>
<tr>
<th>Last Name: ___________________</th>
<th>First Name: __________</th>
<th>Middle: __________</th>
</tr>
</thead>
<tbody>
<tr>
<td>School: ______________________</td>
<td>Job Title: ___________</td>
<td></td>
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</tbody>
</table>

**PART I: COMPLETE THIS SECTION FOR FORMAL EVALUATION ONLY**

Indicate Performance Level based on preponderance of evidence for each power component.

<table>
<thead>
<tr>
<th>FORMAL EVALUATION</th>
<th>Signature of Rater:</th>
<th>UNSATISFACTORY</th>
<th>Signature of Rater:</th>
</tr>
</thead>
<tbody>
<tr>
<td>SATISFACTORY</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Non-tenured Teacher</td>
<td></td>
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<tr>
<td></td>
<td>Tenured Teacher</td>
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</tbody>
</table>

Domain One: Planning and Preparation: The teacher’s plans reflect adequate understanding of the content, the students and available resources. Instructional outcomes are suitable to students as a group and at least approaches to assessment are aligned to the goals.

- 1b: Demonstrating Knowledge of Students
  - Distinguished
  - Ununsatisfactory

- 1c: Setting Instructional Outcomes
  - Distinguished
  - Ununsatisfactory

student learning and conduct are appropriate, and routines and use of space support student learning. Interactions among individuals are respectful.

Domain Two: The Classroom Environment: The classroom environment functions reasonably effectively, with little loss of instructional time. Expectations for

- 2b: Establishing a Culture for Learning
  - Distinguished
  - Ununsatisfactory

- 2d: Managing Student Behavior
  - Distinguished
  - Ununsatisfactory

Domain Three: Teaching and Learning: Students are engaged in learning appropriately, due to clarity of communication and successful use of questioning/discussion skills. Activities, assignments and assessments are acceptable and are used effectively. The teacher demonstrates flexibility and cultural responsiveness in contributing to the success of the lesson and of each student.

- 3b: Using Questioning and Discussion Techniques
  - Distinguished
  - Ununsatisfactory

- 3c: Engaging Students in Learning
  - Distinguished
  - Ununsatisfactory

- 3d: Using Assessment to Inform Instruction
  - Distinguished
  - Ununsatisfactory

- 3f: Assessment Results and Student Learning
  - Distinguished
  - Ununsatisfactory

- 3g: Implementing Lessons Equitably
  - Distinguished
  - Ununsatisfactory

Domain Four: Professional Responsibilities: The teacher demonstrates ethical standards and professionalism by engaging in accurate reflection, by monitoring student progress using data, by communicating appropriately with families and by displaying effective relationships with colleagues and by growing and developing professionally.

- 4a: Reflecting on Teaching and Student Learning
  - Ununsatisfactory

- 4b: System for Managing Student Data
  - Ununsatisfactory

- 4c: Communicating with Families
  - Ununsatisfactory

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<table>
<thead>
<tr>
<th>TEMPORARY PROFESSIONAL</th>
<th>PROFESSIONAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Semester Rating: 1 □ 2 □ 3 □ 4 □ 5 □ 6 □</td>
<td>□ Basic □ Proficient □ Distinguished</td>
</tr>
<tr>
<td>Level of performance is determined by preponderance of evidence across all 12 components</td>
<td></td>
</tr>
<tr>
<td>□ Basic □ Proficient □ Distinguished</td>
<td></td>
</tr>
<tr>
<td>Level of performance is determined by preponderance of evidence across all 12 components</td>
<td></td>
</tr>
</tbody>
</table>

**PART II:** Complete this section for Supported Growth Project. Only tenured teachers complete Supported Growth Projects.

**SUPPORTED GROWTH PROJECT**
Performance summary from supported growth project

- [ ] Basic (Incomplete)
- [ ] Proficient
- [ ] Distinguished
- [ ] Previous Rating applies (extenuating circumstances)

**Signature of Rater:**

**Position/Date:**
New Business – Item #3

Adjustment for Pittsburgh King Calendar Beginning with 2011-12 School Year

NOW THEREFORE BE IT RESOLVED:

The Board of Education authorizes that beginning with the 2011-12 school year Pittsburgh King will maintain the extended day schedule and will eliminate the extended year as described in ALA Proposal, Education Item #28 of the January 21, 2009 Legislative Meeting in order to follow the non-ALA calendar.

BE IT FURTHER RESOLVED:

Pittsburgh King will follow the non-ALA calendar that was adopted for 2011-12 school year at the September 16, 2009 Legislative Meeting.
BEFORE:

SHERRY HAZUDA, BOARD PRESIDENT
  DR. DANA WARE ALLEN
  MARK BRENTLEY
  JEAN FINK
  WILLIAM ISLER
  FLOYD McCREA
  THOMAS SUMPTER, SECOND VICE PRESIDENT
  SHARENE SHEALEY, FIRST VICE PRESIDENT

BOARD MEMBERS ABSENT:
  THERESA COLAIZZI

ALSO PRESENT:
  DR. LINDA LANE
  LISA FISCHETTI
  DR. JERRI LIPPERT
  MR. MARK CAMPBELL
  MR. IRA WEISS
  MS. CHRISTIANA OTUWA
  MR. PETER CAMARDA

REPORTED BY: MELISSA L. FENSTER
  PROFESSIONAL COURT REPORTER

COMPUTER-AIDED TRANSCRIPTION BY
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  PITTSBURGH, PENNSYLVANIA
  412-281-0189

ORIGINAL
MS. HAZUDA: Good evening, ladies and gentlemen. I would like to call the continued meeting of the December 15, 2010 to order that was recessed to this evening.

Before we begin this evening, I would like to ask everyone to please turn off all cell phones and pagers or put them on vibrate.

Would everyone please rise, so we can salute the flag.

(Flag saluted.)

MS. HAZUDA: The Board will consider three items of business this evening.

Sorry. We have to call the roll.

MR. WEISS: We have to call the rolls to determine who's here because technically there may not be someone who was here the last time.

MS. HAZUDA: Okay.

MR. WEISS: Dr. Allen?

DR. ALLEN: Present.

MR. WEISS: Mr. Brentley?

MR. BRENTLEY: Here.

MR. WEISS: Mrs. Colaizzi?

(No response.)

MR. WEISS: Mrs. Fink?
MRS. FINK: Here.

MR. WEISS: Mr. Isler?

MR. ISLER: Present.

MR. WEISS: Mr. McCrea?

MR. McCREA: Here.

MR. WEISS: Ms. Shealey?

MS. SHEALEY: Here.

MR. WEISS: Mr. Sumpter?

MR. SUMPTER: Present.

MR. WEISS: Ms. Hazuda?

MS. HAZUDA: Present.

MR. WEISS: There are eight members present.

MS. HAZUDA: Thank you, Mr. Weiss.

The Board will consider three items of New Business this evening all other reports and business having been completed on December 15, 2010.

The first New Business item this evening is an Employee Resignation and Agreement/General Release.

At this time, I would like to read the Resolution, Resolved, the Board of Education accepts the resignation of Christopher M. Berdnik effective December 31, 2010; and, further resolved, that the Board of Education approves the Agreement and General Release with Christopher R. Berdnik as submitted.
Are there any questions or comments on the first New Business item?

Dr. Allen?

DR. ALLEN: No.

MS. HAZUDA: Mr. Brentley?

MR. BRENTLEY: Yes, I do have some comments. I want to just say for the record I will be voting no for this item. I'm extremely uncomfortable as to the process.

I want to make it very clear we're not accepting a resignation. We're accepting an agreement, and this is just highly unusual in the process used to terminate an employee for the 11 years that I've been here, and so I will not be supporting it, extremely uncomfortable as to the process and have major concerns how and why it has been presented this way.

MS. HAZUDA: Thank you, Mr. Brentley.

Mrs. Fink?

MRS. FINK: No.

MS. HAZUDA: Mr. Isler?

MR. ISLER: Nothing.

MS. HAZUDA: Mr. McCrea?

MR. MCCREA: It's very difficult to -- for all that he's done for the District, it's a very
difficult decision. It's a personnel issue, so we'll just leave it at that.

MS. HAZUDA: Mr. Sumpter?

MR. SUMPTER: No comment. Thank you.

MS. HAZUDA: Dr. Allen?

DR. ALLEN: I do have a comment, just one small correction for the minutes. I believe you may have indicated his middle initial as R instead of M.

MR. WEISS: The only thing I would add before calling the roll is that this is not a termination. It's the approval of an agreement and release and acceptance of a resignation.

I'll call the roll. Dr. Allen?

DR. ALLEN: Yes.

MR. WEISS: Mr. Brentley?

MR. BRENTLEY: No.

MR. WEISS: Mrs. Colaizzi?

(No response.)

MR. WEISS: Sorry. Mrs. Fink?

MRS. FINK: Abstain.

MR. WEISS: Mr. Isler?

MR. ISLER: Yes.

MR. WEISS: Mr. McCrea?

MR. McCREA: Yes.

MR. WEISS: Ms. Shealey?
MS. SHEALEY: Yes.

MR. WEISS: Mr. Sumpter?

MR. SUMPTER: Yes.

MR. WEISS: Ms. Hazuda?

MS. HAZUDA: Yes.

MR. WEISS: The motion carries six yes/one abstention.

MS. HAZUDA: Thank you, Mr. Weiss.

The second New Business Item this evening is an Alternative Rating Form for Teachers Using RISE. At this time, I would like to read the resolution, now, Therefore be it Resolved, the Board of Education authorizes the submission of an alternative rating form for teachers using RISE, which is Research-Based Inclusive System of Evaluation, to the Pennsylvania Department of Education per the attached form and designates the Superintendent to make revisions necessitated by revisions and regulations, directives from the Pennsylvania Department of Education, as well as any other non-material adjustments that may be necessary. Are there any questions or comments on the second New Business Item? Dr. Ware Allen?

DR. ALLEN: No.

MS. HAZUDA: Mr. Brentley?
MR. BRENTLEY: Yes, I do. I will not be supporting this item. I have major concerns about items coming before this Board five, six, seven days before the end of the year. This item should have been placed on the Education Committee. It should have been given an opportunity to discuss it clearly to understand what changes that we're making or recommending, and it concerns me as to the pattern of this Board.

Very, very questionable issues always at the end of the year. Everybody's in the Christmas mode and unable to monitor and check, but, nevertheless, it's an important item that's forced before us for a vote, so I will not be supporting it, would have loved to find details out about it prior to the last meeting of the last year. It should have been placed on the Education Committee. Thank you.

MS. HAZUDA: Thank you, Mr. Brentley.

Mrs. Fink?

MRS. FINK: No.

MS. HAZUDA: Mr. Isler?

MR. ISLER: Thank you, Ms. Hazuda.

I would just like to commend the staff. I think this is a continuation of the work we've been doing with RISE, work we've been doing for a number of
years and I think something that also helped us when it came to applying and receiving the Gates funding. I think we're a leader in terms of doing this. I think the state recognizes it, and, again, I thank the staff for bringing it forward.

Thank you, Ms. Hazuda.

MS. HAZUDA: Mr. McCrea?

MR. McCREA: I just want to confirm that the state recommended we make this form; is that correct?

MS. SPOLAR: Yes. The state is the one that dictated that the Board would approve this and then they would receive it for approval following that.

MR. McCREA: And there are no conflicts with any of the unions or anything like that?

MS. SPOLAR: There is not.

MR. McCREA: Thank you.

MS. HAZUDA: Thank you, Mr. McCrea.

Mr. Sumpter?

MR. SUMPTER: No comment. Thank you.

MS. HAZUDA: Ms. Shealey?

MS. SHEALEY: No comment. Thank you.

MS. HAZUDA: Mr. Weiss, can we have a roll call, please.
Mr. Brentley?

MR. BRENTLEY: Just one quick question, Ms. Spolar, is there any cost associated with this, increase or decrease to the District?

MS. SPOLAR: There is not.

MR. BRENTLEY: No cost. Thank you.

MS. HAZUDA: Thank you, Mr. Brentley.

Mr. Weiss, can we have a roll call, please.

MR. WEISS: Dr. Allen?

DR. ALLEN: Yes.

MR. WEISS: Mr. Brentley?

MR. BRENTLEY: No.

MR. WEISS: Mrs. Fink?

MRS. FINK: Yes.

MR. WEISS: Mr. Isler?

MR. ISLER: Yes.

MR. WEISS: Mr. McCrea?

MR. McCREA: Yes.

MR. WEISS: Ms. Shealey?

MS. SHEALEY: Yes.

MR. WEISS: Mr. Sumpter?

MR. SUMPTER: Yes.

MR. WEISS: Ms. Hazuda?

MS. HAZUDA: Yes.

MR. WEISS: The motion carries.
MS. HAZUDA: Thank you.

The third and final New Business Item before us this evening is an Adjustment for the Pittsburgh King Calendar. At this time, I would like to read the Resolution.

Now, Therefore be it Resolved, that the Board of Education authorizes that beginning with the 2011-2012 school year Pittsburgh King will maintain the extended day schedule and will eliminate the extended year as described in ALA Proposal Education Item No. 28 of the January 21, 2009 Legislative Meeting in order to following the non-ALA calendar.

Be it Further Resolved, Pittsburgh King will follow the non-ALA calendar that was adopted for 2011-12 school year at the September 16, 2009 Legislative Meeting.

Are there any questions or comments on this third and final New Business Item? Dr. Ware Allen?

DR. ALLEN: No.

MS. HAZUDA: Mr. Brentley?

MR. BRENTLEY: Yes, I do. This issue is an issue that's dealing with one ALA; and as we know, we finally know what the results -- these ALAs have been somewhat failures in the District to those particular students that are in them, and it concerns me when we
do piece mill issues.

ALAs should be addressed as a whole in the District. All of them need to be addressed. There are major problems with them, and we should -- another item that should have been placed on the Education Committee to allow the Board some discussion, not only including this one, but we should also be placing all of the ALAs back on track with the regular schools or find a way to addressing the issues.

I don't support it, live in the community. That is one area, that is one school that needs a lot of tender love and care because what has happened over the last five years to this particular city, especially, this community under questionable leadership in terms of trying to educate poor children.

They deserve better than a couple of minutes before the end of the year, so I will be voting no on this item as well.

MS. HAZUDA: Thank you, Mr. Brentley.

Mrs. Fink?

MRS. FINK: No.

MS. HAZUDA: Mr. Isler?

MR. ISLER: Thank you.

My understanding, Dr. Otuwa, if I may
address this to you since you are responsible for ALAs, this is a change just to meet the requirements and work that you want to do with the Teacher Academy, correct?

DR. OTUWA: Yes.

MR. ISLER: So King will -- and I think it was clear in the weekly report -- house some of the best teachers for the most needy children, correct?

DR. OTUWA: Yes.

MR. ISLER: Thank you.

Thank you, Ms. Hazuda.

MS. HAZUDA: Thank you, Mr. Isler.

Mr. McCrea?

MR. McCREA: No.

MS. HAZUDA: Mr. Sumpter?

MR. SUMPTER: Thank you, Ms. Hazuda.

Characterizations of our schools can be made flippantly at the table here, but without any data to back it up, one would question the validity of those comments.

Any time we can increase time on learning, we should seek to do that because that's beneficial for the children. It's understandable as to why perhaps the alignment of the academies is desired and perhaps why teachers or the union may choose to seek
that out. However, if we can increase time for
students to learn, we should seek those opportunities.
I'm just saying that in the context of the larger
scheme of things.
Some people are talking about year-round
schooling. Some people are talking about adding time
in different manners, so we need to be careful or
cautious. We can understand the balancing act of less
time, but more experienced teaching in that
environment, but opportunities to decrease time, we
should be cautious to maybe steer away from that and
maybe look for opportunities to increase.
Again, from my understanding, the ALAs have
outperformed the other schools within the District.
It might be by a small margin, but that seems to be
the case of the information I have seen from A-Plus
Schools, information on the Pennsylvania Department of
Education website and information that has been
provided to us.
So without having back up data right in
front of us to substantiate comments that are made,
I'd be cautious not to just go without the evidence on
certain cases. Thank you.

MS. HAZUDA: Thank you, Mr. Sumpter.
Ms. Shealey?
MS. SHEALEY: Thank you Ms. Hazuda.
I don't know that I have data, but I have
at least an anecdote about ALAs. I have a
kindergartner who lives in my house who can read and
attends an ALA, and I attribute that to the additional
time on learning she receives, and the super-duper
kindergarten teacher she has.
Thank you, Ms. Hazuda.
MS. HAZUDA: Thank you for your anecdote,
Ms. Shealey.
Mr. Weiss, can we have a roll call --
MR. BRENTLEY: May I say one thing?
MS. HAZUDA: Go ahead, Mr. Brentley.
MR. BRENTLEY: I just want to remind my
colleagues that ALAs's been in existence I think four
or five years, so there's plenty enough time to get
all the data that's necessary and the results.
I am certain my colleagues are well aware
of some of the results that's been coming out of
there, but if not, then I would encourage my
colleague, Dr. Allen, to maybe let's place it on an
Agenda Committee.
There are several individuals in this city
who would come forward based on the data to show us
what's happening in the ALAs. We've had one
individual who's a former education, Dr. McMacken, who has offered to share information. We have not given her an opportunity or an audience, and so I think it would be a wonderful opportunity to maybe dedicate an Education Committee to those individuals. I have two others that I would like to recommend to at least getting on the Agenda and being able to present to the Board.

The most important thing that we have to keep in mind is that we have to separate the programs from the head cheerleader or those who are pushing it. Sometimes you have to go back and critically analyze what has happened, and I would hope that any and everybody would want to see that for the purpose of learning and growing, and so I would love to recommend if that's something the Committee, Education Committee Chair would consider.

I would like to recommend a few individuals, and if you could contacted them, place them on, and let's see what the progress has been like over the last five years for these ALAs.

MS. HAZUDA: Thank you, Mr. Brentley.

Dr. Ware Allen.

DR. ALLEN: Yes. Thank you, Mr. Brentley, for your recommendation. We did have a presentation
on PVAAS and other data from Dr. Poncelet at the last Education Committee Meeting, which provided data on all schools of where they were performing, including ALAs, so that information is outlined for us. The greatest areas I think that we saw where there was stagnation was in the high school. However, in this upcoming year, it is my plan to solicit input from Board members and the senior staff about Agenda items, Education Agenda items that they feel are most pressing and deserve our highest attention, and then that will be scheduled in the calendar for the year where we will know going forward what's going to be addressed similar to how we did it this year, but I'll make sure that we cast a wider net in terms of getting input to form that calendar. Thank you.

MS. HAZUDA: Thank you, Dr. Ware Allen. Mr. Weiss, can we have a roll call, please.

MR. WEISS: Dr. Ware Allen?

DR. ALLEN: Yes.

MR. WEISS: Mr. Brentley?

MR. BRENTLEY: No.

MR. WEISS: Mrs. Fink?

MRS. FINK: Yes.

MR. WEISS: Mr. Isler?
MR. ISLER: Yes.

MR. WEISS: Mr. McCrea?

MR. McCREA: Yes.

MR. WEISS: Ms. Shealey?

MS. SHEALEY: Yes.

MR. WEISS: Mr. Sumpter?

MR. SUMPTER: Yes.

MR. WEISS: Ms. Hazuda?

MS. HAZUDA: Yes.

MR. WEISS: Motion carries seven to one.

That completes the business.

MS. HAZUDA: Okay. All items having been completed, is there a motion to adjourn?

MS. SHEALEY: So moved.

MR. SUMPTER: Second.

MS. HAZUDA: Take your pick meeting.

The meeting is adjourned, and I want to thank everyone for coming out this evening, and may you have a Happy Holiday.

(Thereupon, at 7:30 p.m., the Legislative Meeting was concluded.)
I, Melissa L. Fenster, the undersigned, do hereby certify that the foregoing seventeen (17) pages are a true and correct transcript of my stenotypy notes taken of the Legislative Meeting, held in the Pittsburgh Board of Public Education, Administration Building, Board Committee Room, on Wednesday, December 22, 2010.

Melissa L. Fenster, Court Reporter