

Methacton School District Employee Coaching System

Dr. Ché Regina

April 2024

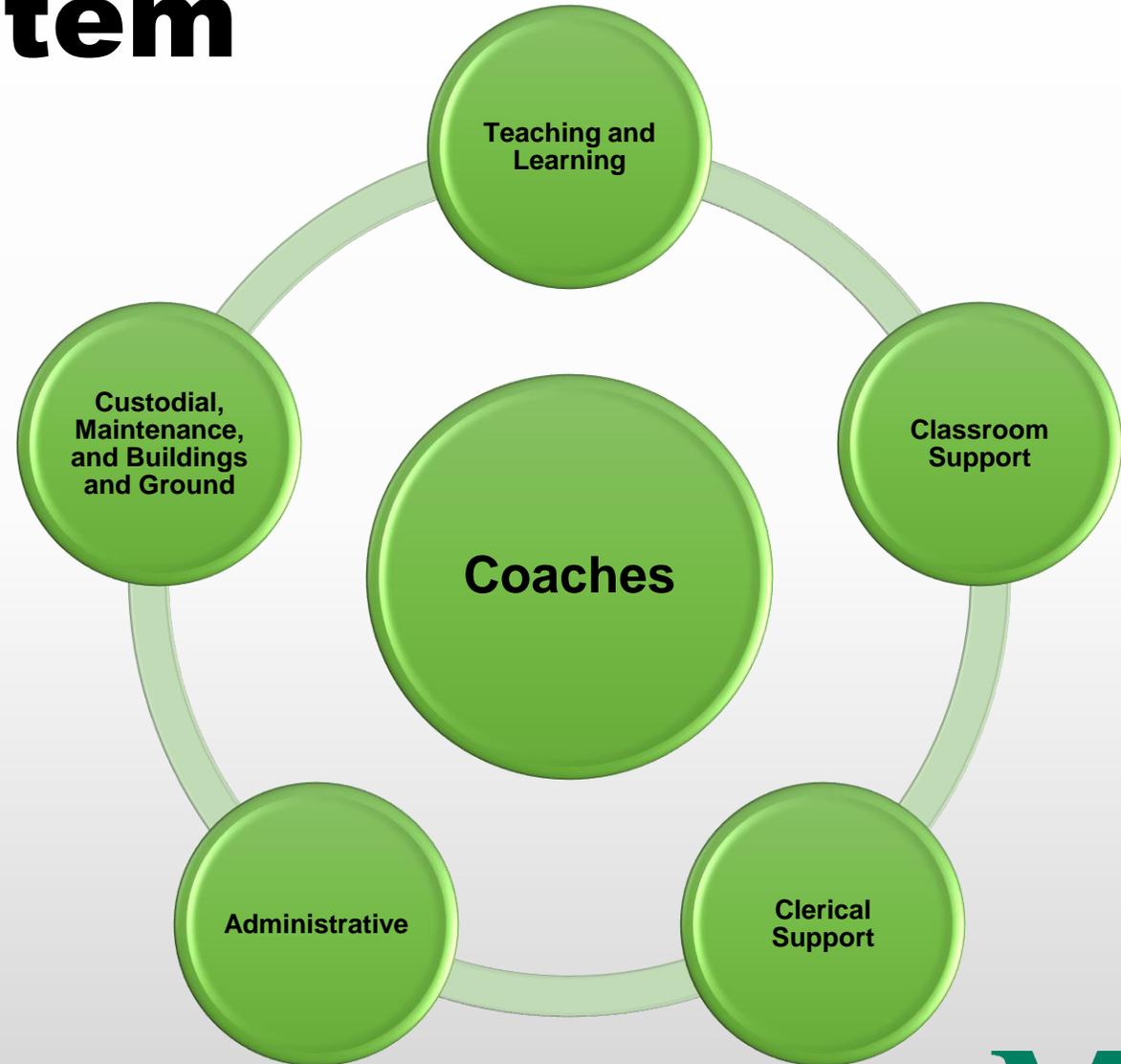


Agenda

- The Coaching System
- Why Now?
- The Plan
- Recommendations

The Coaching System

- Coaching system for all employees to support them in their professional and career growth
- Mentoring system for all new employees
- System that meets employees where they are



Methacton Employee Retirements Looming

Three (3) Year Outlook

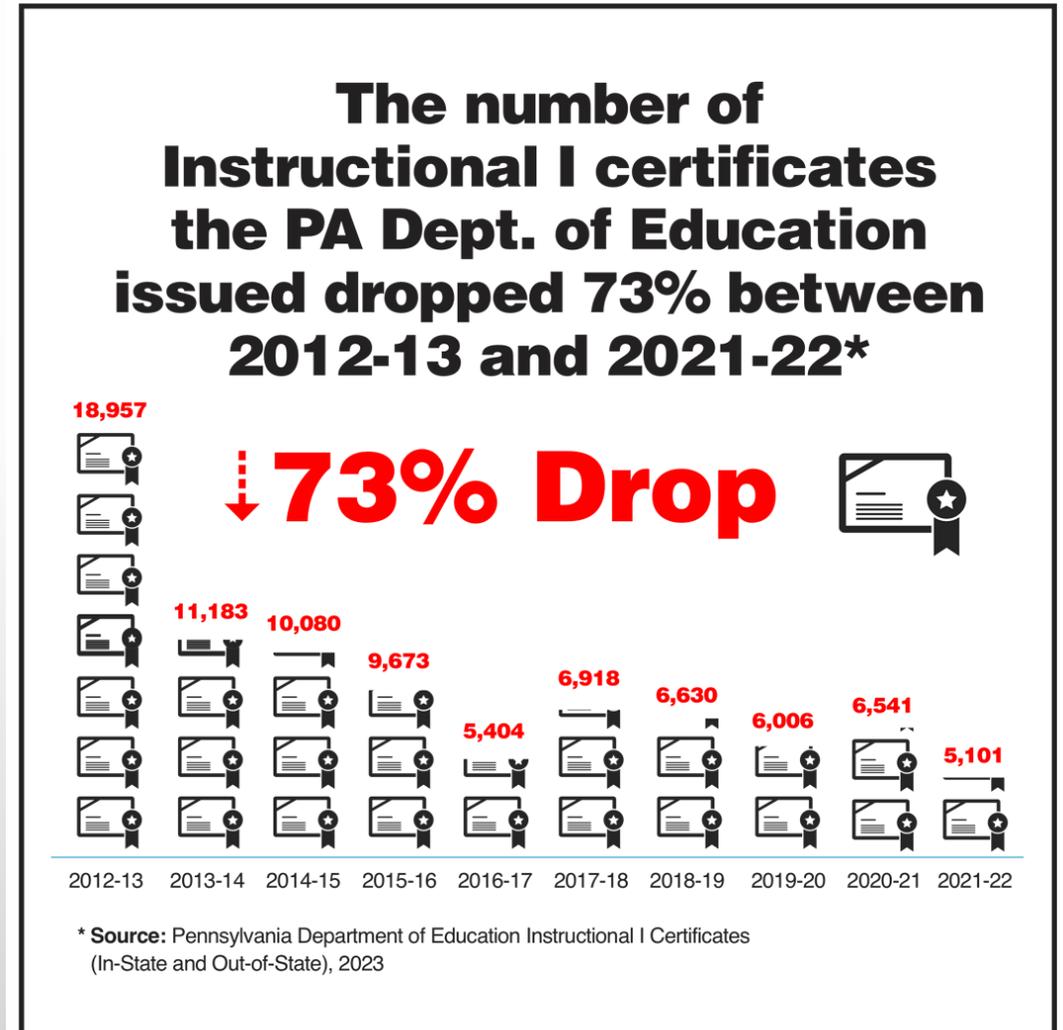
	MEA	MESPA	Teamsters	Administration	Conf/Exempt	Total
# of employees	42	51	17	2	2	114
Percentage of the total group	10.27%	36.43%	38.64%	7.14%	20.00%	18.07%

Five (5) Year Outlook

	MEA	MESPA	Teamsters	Administration	Conf/Exempt	Total
# of employees	70	59	23	5	3	161
Percentage of the total group	17.11%	42.14%	52.27%	17.86%	30.00%	25.52%

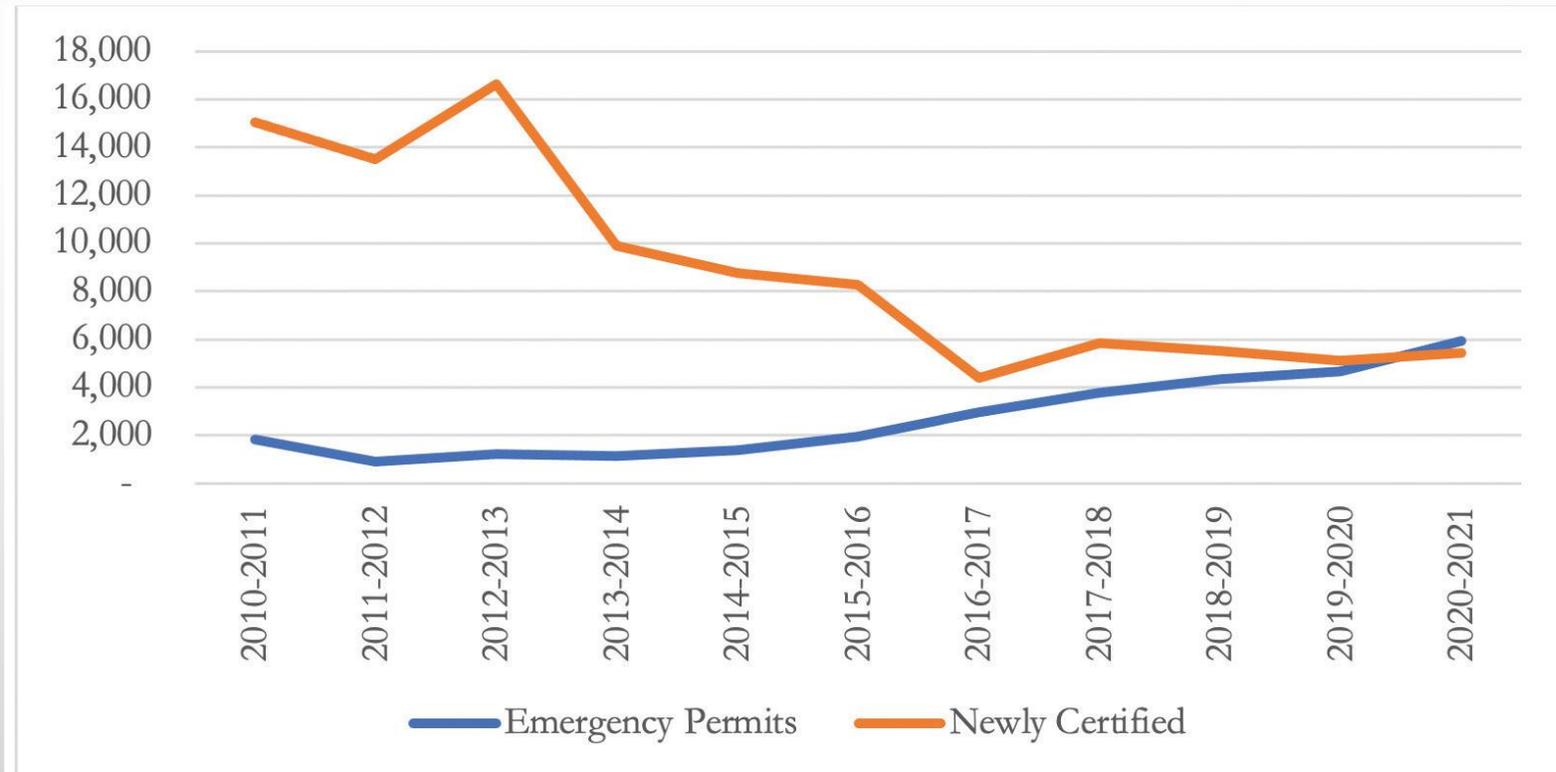
PA Certification Decline

- Newly certified teacher certifications drop from 18,957 to 5,101
- 73% drop over 10 years
- Some certifications had fewer than 3 newly certified teachers in a given school year (i.e. Physics = 1)



Emergency Permits

- First time in Commonwealth history – Fewer newly certified staff members than the number of emergency certifications given to fill teaching positions



Data source: Act 82 Report from PDE

Point Park – Great Opportunity with Greater Responsibility

- Point Park accelerated certification program for undergraduate non-teacher certified degree holders
 - American Board for the Certification of Teacher Excellence (ABCTE)
 - Potential content area certifications:
 - Special Education PreK-12
 - Pre K-4
 - Biology
 - Chemistry
 - English
 - Mathematics
 - Physics
 - Science
 - Social Studies
- Point Park residency program for associate degree holders
 - B.A. in PreK-4 and B.A. in Special Education PreK-12
 - Portfolio and competency based program

Attracting Good People to do Great Things

- Creating culture of learning and support
 - Establishing the mindset from Day One
- Increase our ability to recruit and retain staff members
 - New teachers, veteran teachers, and teachers that want to become coaches
 - Mentorship programs for support staff members
 - Orientation and ongoing training for custodial, maintenance, & grounds

Benefits to our Staff and the District

- Job satisfaction, retention, and recruitment
 - Support for existing employees
 - Job embedded mentoring new employees in their specific field
 - After full implementation, Methacton will be offering an exceptional and unique system unlike anything offered in the Commonwealth
- Adding to their instructional tool belt without leaving the classroom
 - Coaches come to each room to offer teachers “what they need” vs. a canned professional development program for everyone
- Educational leadership opportunities for staff that are not interested in administration
 - Focuses on staff members professional growth through coursework, leadership academies, and employment opportunities

The Plan

Timeline and Implementation

Timeline

Date	Action
9/28/2023	Research instructional models with assistance of Amber Molloy from MCIU
10/26/2023	Presented models to Core team to decide on a recommendation
11/1/2023	Presented information and recommendation to Dr. Zerbe
12/4/2023	Attend Learning Forward Conference to prepare for preparation phase
12/20/2023	Present plan to Dr. Zerbe to determine implementation schedule and budgeting impact
1/4/2024	Present information and plan for feedback at Instructional Council
2/25/2024	Present to MEA Leadership Team
4/3/2024	Present information and plan for feedback at Education Committee
4/24/2024	Approve the recommendations at the April voting meeting
4/25/2024	Post the temporary Instructional coaching position internally
5/6/2024	Draft new job descriptions and MOU for Instructional Coaching Certification program at Kutztown
5/10/2024	Develop professional development schedule for coaches for the Summer of 2024
5/28/2024	Add advisements and recommended coaching candidate for hire at the regular meeting
8/19/2024	Coaches join induction and becoming part of the learning process for staff
9/9/2024	Begin the planning phase for the extrapolation of the coaching program for phase 2



Kutztown and MEA MOU

- Memorandum of Understanding (MOU) with Kutztown
 - Coursework and instructional delivery for our cohort
 - Methacton specific program being built in partnership with Kutztown
- MOU with Methacton Education Association (MEA)
 - 100% Tuition and fee reimbursement – upfront cost (similar to Wilkes)
 - Must have or be enrolled in the Kutztown program to be a coach
 - Will be both coursework and job embedded practice
 - Two (2) year pay back clause

Phase 1 - System Implementation Steps

- Year 1 – Four (4) Instructional coaches (Pilot)
 - 3 Math coaches = 3 Instructional coaches
 - 1 Temporary Instructional coaching position – will require an LTS
 - 1 Instructional coach in K-4
 - 2 Instructional coaches in SV/Arcola
 - 1 Instructional coach in HS

Phase 2 - System Implementation Steps

- Year 2 – Full system implementation
 - Reviewing multiple models to be determined with pilot data
 - Other models could be considered as well

	Model 1 – Six (6) coaches	Model 2 – Eight (8) coaches	Model 3 – Nine (9) coaches
Elementary (K-4)	2	4	4
Middle Level (5-8)	2	2	3
High School (9-12)	2	2	2

Phase 3 – Support, Non-teaching Professionals and Administration

- Coaching/Mentoring system for new and existing employees
 - Non-teaching Professionals
 - Support
 - Instructional Aides
 - Personal Care Aides
 - Bus/Recess Aides
 - Clerical
 - Custodial
 - Maintenance
 - Grounds
 - Administrative
 - Principals
 - Assistant Principals
 - Supervisors

Recommendations for the Agenda

- April Agenda
 - Approve the job description for instructional coaching position
 - Approve the establishment of three (3) instructional coaching positions and elimination of the three (3) math coaching positions starting in the 2024-2025 school year.
 - Advisement – move three math coaches to instructional coaches
 - Approve a Teacher on Assignment (TOA) Instructional coaching position for the 2024-2025 school year
- May agenda
 - Hire a temporary instructional coach
 - Approve the MOU with MEA for the Kutztown Instructional Coaching Certification program

