

To ETA Board of Directors

From Canton Middle School

Re Request for site exception

Date October 4, 2013

### **Rationale**

Canton Middle School is seeking a site exception for changing the format for parent teacher conferences effective this school year. Our rationale for making this change is to make parent/teacher conferences available to Canton Parents at a more accessible time.

### **Current Situation Being Addressed**

Currently, the ETA agreement (15.22) requires teachers to schedule at least 2 hours of conferences during the designated parent/teacher conference day with the other 3 hours to be available either on the designated day or the evening prior to the designated conference day. This language requires some conference times during a part of the day when many parents traditionally work.

### **How this will address the concerns**

Canton Middle School is requesting a change to host all conference hours the evening of the first day of regularly scheduled conference days. The hours would be 4pm-9pm on Thursday Oct. 24, 2013. This time allotment is during traditional non-working hours of parents. For the past three years Canton has had a central area where the teachers are located, gymnasium and commons, for the parents meet the teachers and conference. Traditionally teachers have stayed well past the 8 p.m. contractual time to accommodate the parents. On Friday the parent turnout have been very low.

### **Process for building consensus**

The proposal for change originated from teachers participating in brief discussions. A small committee was formed and an interest survey was distributed to ETA members in order to determine if we should pursue this idea. The interest survey was favorable to host our parent conferences from 4-9pm on Thursday evening. Information was shared at the subsequent faculty meeting. Teachers were informed that 75% of ETA members who cast ballots must consent to the change. This must then be approved by the ETA and U-46 administration.

### **Dissenting teachers**

Those teachers who voted “no” to the exception will complete their hours following the current contract language. Special requests by parents for alternative conference times will be addressed on an individual basis, as they always are throughout the year at Canton.

### **Measure of effectiveness**

Both parents and teachers will be surveyed to provide feedback on the effectiveness of the time change, concerns, and changes that could be made, if this should be the format for future conferences. This survey will be developed by our committee and available to parents in multiple

formats, making it available to both parents who attended conferences and those that did not attend.

### **Ballots**

Ballots were available to ETA members at Canton on Tuesday, Wednesday, and Thursday, Oct 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup>. Paper ballots were created. Ballots were anonymous and collected via ETA building reps.

Out of 52 staff members 47 voted and 5 abstained. Results of voting:

- 42 or 89.3% voted for Thursday Oct, 24<sup>th</sup> from 4-9 p.m.
- 3 or 6.4% voted for Thursday, Oct. 24<sup>th</sup> from 5-8 p.m. And Friday, Oct. 25<sup>th</sup> from 8-10 a.m.
- 2 or 4.3% voted for Friday, Oct, 25<sup>th</sup> from 8 a.m. - 1 p.m.

### ETA Ballot for P/T Conferences 2013 Site Exception

Circle one option. Return to ETA building rep. Sign affidavit.

I vote for P/T Conferences to be conducted on Thursday, Oct 24<sup>th</sup> from 4-9pm.

I vote for P/T Conferences to be conducted on Thursday, Oct 24<sup>th</sup> from 5-8pm and on Friday, Oct 25<sup>th</sup> from 8-10am

I vote for P/T Conferences to be conducted on Friday, Oct 25<sup>th</sup> from 8am-1pm.