

Paideia Academy

03/18/11



Quick Links

[Paideia Website](http://www.paideiaacademy.org)
www.paideiaacademy.org
[PIE Committee](mailto:pie@paideiaacademy.org)
pie@paideiaacademy.org
[SchoolView Questions](mailto:mnufer@paideiaacademy.org)
mnufer@paideiaacademy.org
[Lunch Balances](http://www.paypams.com)
www.paypams.com
[Uniforms](http://www.donaldsuniform.com)
www.donaldsuniform.com
[Attendance](mailto:swatkins@paideiaacademy.org)
swatkins@paideiaacademy.org
 952-953-6200
 GenerationGreen

Find us on Facebook 

Save the Date:

March 21 - April 10 Spring Break! **Enjoy!**

April 14 - Collaboration Q & A

April 29 - Eco Expo 5-8 PM, Public Welcome!

April 16 - Lower Academy Spring Concerts at
Rosemount Community Center

12:00 - Grades K-2 Concert

2:00 - Grades 3 & 4 Concert

May 7 - Upper Academy Spring Concerts at
Rosemount Community Center:

11:00 - Band Performance

1:00 - Grades 5/6 and 7/8 General Music Concert

3:00 - Strings Performance

June 10 - Upper Academy Dance 6:30-8 PM



From the Director

I invite you to attend a Family Information Night about the Collaboration Time Initiative on April 14 in the Large Commons from 6:30-7:30PM.

I will be making a brief presentation along with a few teachers and will be happy to address any questions and concerns that you may have.

When I consider my own children's imminent entry into the public education system, I cannot help but look at all factors. As an educator with over 15 years of experience at 8 different districts, both traditional public and charter K-10, the single most important factor to me by far is my child's teacher. If given the option of having 30 students in a class with a stellar teacher or having 20 students in a class with an average or even a good teacher, I would without hesitation choose the former every single time. This is the value I personally place upon teachers and as such, there are few things more important to me as a school leader than developing teachers. **When teachers grow in their practice, the students are the direct beneficiaries.**

This begs the question, how do teachers grow in their practice? My answer to that question is this: provide focused, consistent, product-oriented collaboration time. Teachers grow when they have time to learn. Time

to have professional dialogue about specific lessons; time to develop common, grade-level specific assessments to ensure all students at a grade-level are learning; time to discuss data and how to use that data to shape their teaching; time to meet with teachers across grade levels and talk about how to better prepare students moving from grade to grade; time to study and determine better ways to deliver instruction. This is meaningful time spent together rather than rushed time of 10 minutes here and there while eating lunch or even worse, not engaging in professional dialogue at all.

At Paideia, time for professional growth in this manner is not available on a consistent basis due to our longer school day, lengthy dismissal process at the end of the day, the myriad of after school clubs that are often sponsored by staff members, after school IEP meetings, teachers taking graduate school classes after work, and other conflicting activities. By the time I am actually able to call a *meeting to order*, it is 4PM.

Thanks to a great deal of research provided to me by parent Denise Cummins, I learned that like most other traditional schools across the nation, many of our neighboring schools have time within their teacher work day for collaboration and staff meetings because their student day is shorter. Moreover, even in schools with a shorter student day, many schools and districts across the nation also provide teachers with dedicated weekly collaboration time, and they still manage to be high performing schools. Again, for my own children, if given the choice between a shorter school day filled with excellent learning opportunities or a longer school day filled with average or even good learning opportunities, I would without hesitation choose the former every single time. Just because the day is longer, does not make it better. It's the quality of the time that is most important.

I have heard repeatedly that I was hired by Paideia to "take the school to the next level". After spending a month meeting with families, attending events, observing classrooms, looking at state test data, I can say with confidence that Paideia is a good school. I would love to be able to say with confidence that Paideia is a great school. I believe that in order for Paideia to grow and improve as a school, we need to provide professional time for staff to push one another, ask the tough questions, dialogue about student learning, and take the next step forward. Without it, I fear that we will remain status quo. In my opinion, one of the keys to shaping Paideia into a great school is by developing and valuing teachers. Let me say again that teachers are the single greatest influencing asset in your child's school experience. In that vein, I am proposing that beginning with the 2011-12 school year, Paideia implement a one-hour weekly late start or early release for teacher collaboration time. Why weekly? Weekly time provides consistency and continuity along with enough time needed for teachers to do meaningful work together.

I understand and appreciate the inconvenience that this is to families, particularly those with both parents/guardians working. We are working with our childcare provider to provide some sort of fee-based care for that time. I would not ask for families to make this sacrifice if I did not believe that it was in the best interest of growing our school towards excellence.

In the coming weeks, we will conduct a survey for all parents/guardians that will measure support for this initiative and gather input around which day would work best. If there is wide-spread support, we will move ahead with planning the logistics to make this happen next year. I also want to assure you that if wide-spread support is not there, we will take time next year to understand more deeply the impact of teacher collaboration time and the benefits it would have for Paideia students and staff.

Please let me know if you have any questions or if there is anything I can help clarify regarding this initiative.

Warmly,
Joyce

Additional resources and information:

I encourage you read the following three articles that are online and so some research around teacher collaboration and its benefits as well.

<http://www.slc.sevier.org/tcollab.htm>

<http://www.edutopia.org/teacher-collaboration-crucial>

<http://www.thefreelibrary.com/The+benefits+of+teacher+collaboration.-a0185292088>

Below are links to schools across the country that have implemented early release time for teacher collaboration.

<http://nfld.k12.mn.us/calendars/>

60 minute late start in Northfield School District, MN

<http://moffatsd.schoolfusion.us/modules/groups/homepagefiles/cms/500599/File/Sunset/SS%20Handbook%2020100indf?sessionid=bd89fd1f180d10dbc2de4bedd69053a1>

75 early out every Friday CO

<http://www.ms38.org/education/components/scrapbook/default.php?sectiondetailid=1409>

90 min early out every Wednesday AZ

<http://www.madison.k12.wi.us/dismissal>

90 min early out on Wednesdays Madison, WI 60 min for middle and high school

<http://www.sd74.org/home/new-school-hours-frequently-asked-questions-faqs>

60 minutes early out on Mondays Chicago, IL suburb (and the school I used to teach at)

<http://www.usd253.org/home/inside-usd253/information/especially-for-parents/start-and-dismissal-times-1.html>

60-90 minutes early out on Wednesdays Kansas

<http://www.davenportschools.org/publicaffairs/collaborativetimediscussion.asp>

<http://www.davenportschools.org/calendars/academic1011.pdf>

60 minute early out on Wednesdays Davenport, Iowa

Additional Information

Our school recently had our annual Q-Comp site review. Q-Comp, an alternative teacher pay program, started in 2008 at Paideia. Each year our school sets school wide and personal growth goals based on student test scores and teacher observations.

Paideia is reviewed on the following five components: career ladder/advancement options, job-embedded professional development, teacher evaluation, performance pay, and alternative salary schedule.

Administrators and Q-Comp coordinators from Beacon Academy, a high performing Q-Comp school within Friends of Education's network, observed a team meeting and interviewed teachers on March 3 to provide formative feedback regarding our program. This feedback is very helpful in developing our program that focuses on professional growth and ultimately impacts student achievement.

We received high marks regarding our literacy lead position currently held by Rachel Chamley, Molly Simon, Suzy Webster, Beth Odegard, and Jen Rothstein. In addition, our observation process and its connection to professional development were reviewed with exemplary marks.

Overall, we were proficient in most components of Q-Comp but upon the recommendation of our site reviewers we need to work on the following:

- Appropriate release time for teacher leaders to complete job responsibilities such as mentoring/coaching teachers, providing model lessons, and collaboration across the grade level
- Learning team meetings occur for an average of at least 50 minutes a week or 90 minutes every two weeks to ensure continuity of teacher learning

In order to be a successful Q-Comp model, allowing time within our contracted day is an essential piece that is missing and would be well used by our staff. We have many talented individuals working at Paideia and our current model does not allow us the time in the day to share the expertise of these individuals.

Q-Comp's mission is to be an innovative program that supports and nurtures the time and talent of teachers. It is my hope that dedicated collaboration time in our weekly schedule will lead us in becoming an exemplary model for Q-Comp and a leader in creating a program that not only supports our students but our staff as well.

Thank you for your time,
Ashley Gillingham
Curriculum Coordinator
agillingham@paideiaacademy.org

From The Office

IMPORTANT SAFETY ISSUE!

Some parents are using the west parking lot as a drop off zone. We have recieved complaints from parents who are afraid of hitting a students as they jump out of cars and run across the lot into the building.

Parents have only the following options for morning drop off:

- Curbside drop off line in the front of the building. (There is NO waiting line from 7:55 to 8:05 AM!)
- Parking on the west side of the building and walking with students to the crosswalk to safely cross with the crossing guard.

Fundraising

It's time to think spring...

Spring Flower Sale

yep! It's back



- Order info sent home this week
- Tell your family, friends and neighbors
- Same great local grower for annual plants

Questions?
Please contact
Tiffany Field:
pafundraisng@paideiaacademy.org

New Flower Power
Fundraising for perennials

It's also time to start thinking about the...

Silent Auction!

When we return from spring break, preparations for the Silent Auction will be in full swing. In fact they already are! Paideia teachers have already contributed over 20 fun "experiences" - a theatre outing, a running partner in a 5K race, a Science Museum visit, a doll picnic, a pass to skip a homework assignment, etc.... How about lunch with our new Director? Or 4 front row seats for graduation! You get the idea. Now it's our turn, as Paideia families to do what we can do to help make our 2011 Carnival and Silent Auction a tremendous success!



Baskets..... For those who would rather spend their money buying stuff at the auction, than for the auction, we've secured enough other items that we won't need so many baskets. For those who love the baskets, we'll still have some, but not so many. Rather than a different theme for each classroom, we'll have 6 themes, and anyone can contribute to whatever theme they like. Watch for theme announcements in the first newsletter after spring break.

Remember, the money raised at this year's auction will be used to buy Smart Boards for classrooms - one for every grade level! Tell people that! If they know what their contribution will be used for, they're often more willing to help!

Questions

Comments, concerns, ideas, contributions, contact Silent Auction Co- chairs... Roxanne Mindeman newtbuster@prodigy.net and Susan Carter smcarter@frontiernet.net

Light Bulb Fair

Parents of Paideia Scholars !

I would like to let you know that we will be offering a new opportunity for our budding young scholars in what is to be called the " Bright Ideas - Light Bulb Fair " to be held on Tuesday, June 7 in our commons/cafeteria area. ALL of our students (K- 8) are encouraged to showcase a topic of interest with a product (EXAMPLES -- movie, powerpoint, display board, poetry reading, original book reading, wax museum presentation, original invention or board game, short skit of an original play or musical composition, or many other original creative showcase products will meet with me a few times for guidance. Then we will ask them to put **independent hours** into developing their product to show what they know about their chosen topic of interest. We will have a few judges to select special awards, but want to emphasize the **joy of learning** rather than become overly competitive referenced to prizes. All students will receive a ribbon for participation and applause for digging deep into a subject of interest and creating a product to showcase this interest. We also ask that parents guide rather than do the project for the students.

If interested there will be a form for you to sign available from your child's homeroom teacher or the office, and then I will schedule a few conferences with your child to guide their topic / product choices. For further info please email me at cbelleveau@paideiaacademy.org. Looking forward to the first ever Light Bulb Fair!

Mark Calendars --- The date-June 7 and the time from 6:30 - 8:45 PM.

YMCA School Age Child Care

There is still time to sign up for spring break! To avoid paying a late fee please register by the Monday before your child will attend. Example; Register by March 21 for the week of March 28.

Reminder: the first week of spring break is hosted at Highland Elementary. We will be doing a ton of fun activities and field trips including a tour of Target Field and a Dance Party with a DJ!

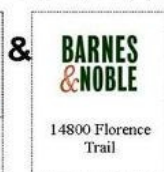
Registrations can be done online at www.ymcatwincities.org or you can pick up a registration from the SAC staff.

Please bring an A.M. snack, lunch with drink, P.M. snack, gym shoes and outdoor clothing each day that you come for spring break! (due to some severe allergies we are requesting that you try to avoid foods containing peanuts but you are welcome to bring whatever it is your child likes to eat!)

Art Crawl

PAIDEIA ACADEMY APPLE VALLEY ART CRAWL

See the students art
work displayed at:



**NOW
SHOWING!**

Artwork will be displayed March 2 - April 11



[Forward email](#)



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