Hickman County Schools Board Agenda Item Request

Date: April 30, 2021
Name of School: East Hickman Elementary School
Item Request: EHES Job Share

Explanation: Mrs. Beth Beard and Mrs. Ella Lassan are seeking approval to have the opportunity to job share in second grade at East Hickman Elementary for the upcoming 2021-2022 school year.

See attached proposal

Signature of Person requesting to be placed on the agenda:

Beth Beard Ella Lassan

Signature of Building Principal:

Leigha Coble

April 29, 2021

To whom it may concern:

We are requesting a job share position for the 2021-2022 school year. The purpose of requesting a job share position is to be able to better care for our families while continuing to serve as educators. As educators, we bring more than 40 years of combined knowledge and experience to the classroom. We believe this combined with our ability to plan and work well together will be beneficial to all involved. The following attachment includes our plan and other important information regarding job sharing.

Thank you for consideration on this matter.

Sincerely,

Ella Lassan

Ella Lassan

Beth Beard

Beth Beard

East Hickman Elementary School
Job Share Proposal- Ella Lassan and Beth Beard

Our proposal is to work in a job share arrangement for the 2021-2022 school year.

Advantages of Job Sharing

We would first like to highlight some advantages that we feel our proposal will bring to East Hickman Elementary School.

- The school will be able to keep/gain experienced teachers. Ella has taught for 22 years and Beth has taught for 23 years. Ella has taught 5th, 4th grade and 2nd grade. Beth has taught 1st grade, 2nd grade, and worked as a title 1 interventionist. Hickman County Board of Education has invested money and time in training us to meet whole school initiatives and development.
- Ella's experience at the intermediate school level will help prepare students for the next grade level. Beth's experience with younger students and as an interventionist is beneficial to students who may struggle or need extra help. By working together, we can blend these experiences to reach more students.
- We will be working the days that best fit with our other commitments and therefore we can be more fresh, energetic, and creative during the hours that we are teaching. This can lead to improved output.
- This job share will enhance our professional life by allowing us to better balance work and family responsibilities.
- Two teachers will be involved in monitoring to ensure children achieve their full potential and progress accordingly.
- Children can benefit from being able to confide in a choice of two teachers.
- Although we have similar teaching styles and strategies, we also bring to the table different attributes, therefore reaching more students. Some students may relate better to one teacher than the other.
- We will both hold high expectations for behavior and performance and will enforce classroom rules consistently.
- We have taught 2nd grade together for 11 years so we are very familiar with each other's teaching style. We have collaborated daily for the past several years and are able to plan well together.
- Having two teachers can help prepare students for the upcoming year, wherein they may have 2 to 3 different teachers.
- Two teachers to help with fundraisers and school activities.
- School system saves money due to teachers not receiving benefits.
- We will bring two sets of skills, talents, and experience to the job. This:

- Increases the staff resource base;
- Supports the pooling of ideas;
- Offers the opportunity for us to learn from one another and maintain and develop skills;
- Maximizes individual strengths and can minimize individual weaknesses.

Working Week

We propose that we would split the working week as follows:

- Monday and Wednesday- Beth
- Tuesday and Thursday- Ella
- Fridays- Ella and Beth will alternate
- Both teachers will work the first full week of school.

Salary/Benefits

We propose to be paid according to our years experience and education just as we would in a full time position. However, we will be paid half of that of a full time teacher. As a job share employee, we will not receive benefits, which will save the school district money.

Responsibilities for Curriculum, Assessment, and Planning

We will take joint responsibility for planning our lessons to align with TN state standards.
We will plan for the week ahead together.
We will ensure that assessment and record keeping are done the same by each teacher.

Liaison

We will maintain a class liaison file detailing incidents, parent communication, etc. for reference during the week to provide continuity. This would include a seating chart, medical notes, behavior issues, and student information.
We will both use the same Class Dojo account. Each of us will be able to get notifications of behavior and parent communications so that we are always in the loop.

Faculty and Committee Meetings

The teacher who is working on the meeting day will share all information with the other.

Professional Development and Administrative Days

We will both attend all professional development and administrative days. We will both complete all professional development online training sessions. We will both attend the PD Summit.

Parent Teacher Conferences

We will both attend all parent teacher conferences as scheduled by the district.

IEP/S-Team/RTI Meetings

Whichever teacher is working on the scheduled meeting day will attend and provide all information to the teacher not in attendance.

More Information on how we intend to work together to make the arrangement work

To ensure this is an effective job share arrangement we would:

- Communicate regularly with each other using a communication book and also through emails, texts, phone calls, and meetings. This will be important if issues arise with children or if there are any parental concerns at any time. This will ensure continuity and consistency, particularly where behavior is concerned;
- Plan together at the beginning of each 9 weeks and also weekly for the upcoming week.
- Meet regularly to discuss targets and standards of childrenś progress and discuss next steps;
- Where possible, ensure that any problems that arise are resolved by the end of the day so that the other teacher does not have to deal with them the next day.

Review of the Job Share Arrangement

We understand that the renewal of a job share position must be reviewed and approved each year by our principal, superintendent, and the school board.