

Professional Development Committee

December 2, 2015

Room 420

Members: Julie St. Clair, Ray Orque, Deirdre McGovern, Rob Hickox, Eric Castro, Patrick Lannan, Kristen Moraine, Paul Molinelli, Carole Nickolai, Patrick Ruff, Emily Goodell

The meeting began with a prayer.

Announcements

- Friday Diversity Social – final one of the semester on 12/4
- Learning & the Brain Conference, Feb 11-13 – contact Paul if you're interested in attending

Curiosity Grant

The Committee provided feedback on the curiosity grant proposal (appended below), in light of feedback from Academic Council and other key questions raised about the proposal.

From Academic Council minutes:

- Wouldn't this type of curriculum development fall under the regular teaching duties of faculty?
- How would this be distinguished from a summer grant?
- This could reward risk-taking and innovation in the classroom.
- We could reward teachers by providing TIME, the most valuable commodity, maybe a proctor for a couple of class periods to free a teacher up to create.
- Is the idea detrimental to the idea of generosity we want to foster in our community if we quantify a payment for everything?
- Financial incentives are not necessarily correlated with creativity.
- Would this be more effective if it were a type of "genius grant," awarded as a surprise after the fact?

Other questions:

- Should awards be paid after or *before* the projected work is completed?
- Are these the proper criteria/questions? Are there others? Are some more important than others?
- How shall these grant awards be evaluated? (personal reflection, evidence of sharing, etc.)

Discussion highlights:

- Several departments discussed this proposal at their monthly meetings; it was clear from these discussions that the award criteria need to distinguish curiosity grant ideas from what we all normally do. Some departments expressed concern that grant awards might undermine a culture of generosity.
- The proposed criteria (currently posed as questions) would be clearer and more effective in the form of statements or key words/phrases (i.e., Different, Action Plan, Collaboration, Shared, etc.).
- Are we overthinking this, getting bogged down with criteria? Don't we know "innovation" when we see it?
- Should awards be given before or after completion of work? —> Agreement that these awards should be given after, for motivation and practical reasons.
- Can people be nominated for these grant awards? —> Yes, particularly if we agree that awards should be given for recently completed and innovative work. Can people nominate themselves? —> Yes!
- What about rewarding failure? Shouldn't we support people who are willing to take risks? Isn't there something valuable about the learning that comes from a failure and leads to deeper understanding, a greater success? And doesn't doing so reward a growth mindset?

- How are these grants different than summer grants? —> They will be significantly smaller in size, and they may or may not have a concrete deliverable in the way that Summer Grants traditionally do (new course, textbook, etc.).
- How many times a year should we accept proposals? —> While accepting them anytime makes sense, we should probably announce awards periodically, perhaps quarterly to start.
- Why *not* make these surprise awards? How cool would that be?
- How many proposals could we accept? —> Since the proposed award would be no more than \$500, we could offer numerous awards.
- Perhaps we try this out as a surprise, an employee recognition award? We can use PD Committee, Academic Council, and/or other groups to assist with the nomination process.
- We could nominate folks for exemplifying innovation and curiosity for something they've done or are doing during the current academic year.
- Let's not limit ourselves just to recognizing classroom teachers; let's consider all of the work taking place inside and outside the classroom.
- Maybe we start with \$250 awards, since this is more like a "thank you" than payment for work?
- What's the limit on the number of awards we can give? —> Our Summer Grant fund and the smaller award size should allow us to give quite a few. If we give it a try next quarter, we'll have a better sense and can re-assess after trying it once.

Paul will take this feedback and work with Patrick, Carole, and the other APs to develop and refine this grant award proposal for roll out next semester.

Summer Curriculum Grants

Paul asked the committee to review the Summer Curriculum Grant proposal (<http://www.siprep.org/page.cfm?p=5931>) and offer feedback or suggest changes, since the first call for proposals will go out before Christmas break.

Discussion highlights:

- Consider adding criteria or at least make some explicit reference to projects that focus on our accreditation Action Plan.
- Need to address some inconsistencies between the website and the actual proposal itself.
- Discussed funding trends and acceptance rates. We have averaged about 5 proposals per year for the last 10 years. Most proposals are accepted, and some are funded at lower levels than requested. Only twice in the past 10 years has there been insufficient funding for all accepted proposals (\$30k threshold). (See historical Summer Grant data appended below, and descriptions of Summer Grant Awards for the past 6 years —> <http://www.siprep.org/page.cfm?p=5932>)
- Recommendation to more effectively publish the work of these grants with and beyond the SI community. We should celebrate and share this good work as broadly as possible so that it might benefit others — including more students.

Meeting adjourned.

Next Meeting: Wednesday, January 27th

Curiosity Grant

Purpose

- The purpose of the St. Ignatius Curiosity Grant is to support and inspire innovation and experimentation at SI. They are intended to promote a “curiosity mindset” by supporting exploration and risk-taking through new curriculum or instructional approaches.
- Unlike Summer Curriculum Grant projects, Curiosity Grant awards support or recognize innovative efforts or approaches that are smaller in scope and focus less on delivering a concrete product such as a new course, textbook, or class reader.

Grant Criteria

Grant proposals will be simply evaluated according to some/all of the following criteria:

- How is what I’m proposing to do different from what I currently do?
- How does the work support the school’s Accreditation Action Plan?
- How does the work foster collaboration?
- How will this work be shared within and/or beyond the community? (online, after school socials, conferences, etc.)
- How does this work have the potential to improve the learning of my students by
 - enhancing student engagement
 - building authentic, real-world connections
 - promote the development of critical learning and innovation skills

Award Levels

- Awards can be between \$250-\$500.

Grant Award Process

- Proposals can be submitted once a quarter (end of Sept, Nov, Feb, Apr) or twice a year (probably just once or twice a year to start, to see how it goes).
- Proposals will be evaluated, according to grant criteria, by the Principal, AP Academics, PD Director, EdTech/Innovation Dir., relevant department chair or program director.

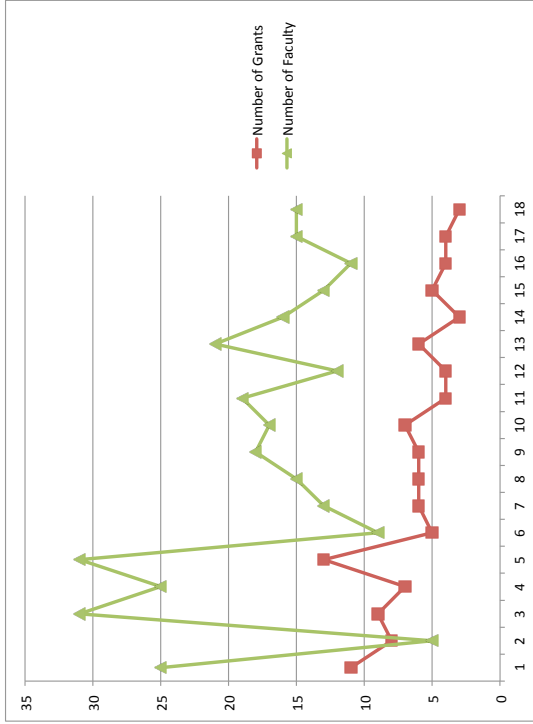
Examples

- A new or cross-curricular unit of study that breaks new curriculum or instructional ground for you, your department.
- Exploration of an advanced Canvas feature into a particular course or courses in order to create meaningful learning experiences.
- Designing ways to infuse Culturally Responsive Teaching principles into the curriculum.
- In collaboration with our Library staff, designing new ways to infuse research skills and opportunities into the curriculum.

Summer Grant Award Historical Data

- Grants Awarded by YEAR (# of awards, participants, and dollars)
- Grants Awarded by DEPARTMENT (over past 18 years)

Year	Number of Grants	Number of Faculty	Ave. Faculty per Grant	Total Amount Awarded
Summer 1998	11	25	2.3	\$50,865.67
Summer 1999	8	5	0.6	\$37,151.60
Summer 2000	9	31	3.4	\$38,105.00
Summer 2001	7	25	3.6	\$21,324.05
Summer 2002	13	31	2.4	\$45,000.00
Summer 2003	5	9	1.8	\$23,560.00
Summer 2004	6	13	2.2	\$23,262.26
Summer 2005	6	15	2.5	\$39,526.16
Summer 2006	6	18	3.0	\$23,677.58
Summer 2007	7	17	2.4	\$39,500.00
Summer 2008	4	19	4.8	\$31,120.00
Summer 2009	4	12	3.0	\$25,500.00
Summer 2010	6	21	3.5	\$24,860.00
Summer 2011	3	16	5.3	\$18,500.00
Summer 2012	5	13	2.6	\$30,072.50
Summer 2013	4	11	2.8	\$17,000.00
Summer 2014	4	15	3.8	\$23,200.00
Summer 2015	3	15	5.0	\$21,000.00
18 year totals	111	311	3.0	\$533,224.82



Dept.	Number of Grants, 1998-2015	Total Amount Awarded, 1998-2015	Average Award
Campus Ministry	5	\$16,000.00	\$3,200.00
Computer Science	3	\$19,675.00	\$6,558.33
English	9	\$77,000.00	\$8,555.56
FA	4	\$18,000.00	\$4,500.00
Latin	3	\$8,000.00	\$2,666.67
Math	7	\$42,550.00	\$6,078.57
MultiMedia	3	\$12,000.00	\$4,000.00
Religious Studies	12	\$42,000.00	\$3,500.00
PE	1	\$7,000.00	\$7,000.00
Science	21	\$140,585.00	\$6,694.52
Soc Sci	5	\$27,410.60	\$5,482.12
Spanish	8	\$24,000.00	\$3,000.00
Counseling	3	\$17,275.00	\$5,758.33
Cross Surricular	5	\$34,050.00	\$6,810.00

