



TED Committee Report and Recommendations—Fall 2018

1. Teacher Training Committee (TTC)

- a. The TED committee approved the Mission, Vision and Goals of the teacher training program. We are bringing this document to your attention as information. This document shapes the work of the TTC as they fulfill their Federation approved mandate to *“research and develop a plan for a more thorough training program”* for our teachers which will provide schools with a *“complete, systematic and formal training of teachers in all aspects of Reformed education.”*
- b. The TTC received approval from the TED committee earlier this year to pursue developing a mentorship program that can be utilized in our member schools. The desire to begin with a mentorship program emerged after the TTC conducted a comprehensive survey of teachers. The results of this survey revealed that a good mentor can have a large impact on the shaping of young teachers. The results of this survey can be viewed on the PRCS.org website under the “Teacher Training” tab.
- c. With that in mind, the TTC hired a delegation of three teachers to work on developing a mentoring program that would fit the guidelines and boundaries of the TTC’s Mission, Vision, and Goals. Their work was completed this past summer. The TED committee is very pleased with the results. The expense for this work came out to be \$6,900. Money for this project was approved at the Fall 2017 delegate board. The TED is bringing their mentoring proposal to the delegate board as information. We ask each school to examine this proposal over the next few months. We intend to bring this proposal to a vote at a Spring 2019 Delegate meeting.

2. Revised Handbook

As approved at our Nov. 2, 2017 delegate meeting, the Federation handbook was reformatted, revised and reprinted. The printing was completed by Mr. Jim Huizenga at a cost of \$90. Copies were mailed to each member school. A digital version is accessible on our website.

3. Teacher Shortage

Our member schools are experiencing the reality of teacher demand out pacing supply. The TED committee has discussed this matter repeatedly over the last year. Although there is no quick fix for this problem, we have taken the following actions:

- a. Approached Young People’s Convention speakers and asked them to address the need in their speeches if appropriate.
- b. Wrote a letter to all PR churches in North America asking them to consider this need through prayer and encouragement of their children.

- c. Developing “career” brochures for young people considering this profession.
- d. Developing a promotional video.

4. Summer Seminar

For many decades, the Federation has hosted regular seminars on principles and practices associated with Reformed education. This practice stems from Article II.B of our constitution: *“Providing seminars to promote the development, understanding, and presentation of distinctive Christian education.”*

It has been six years since the last time such a seminar was held for our teachers. Here is a list of the recent seminars:

Biblical Psychology	2003
Kingdom of God and Christian Schools	2007
Meeting the Needs of All Children	2010, 2012

The TED committee is seeking approval to organize a summer seminar in June 2019. See proposal for information.

5. Video Project

This past summer, the TED committee approved the creation of short video productions on various topics important to the Federation. The video topics are the following:

Hiring/Interview Process	The Federation has specific hiring guidelines that can be confusing for candidates. We also know that many candidates don’t know what to expect when they interview nor how to best prepare themselves. This video addresses this need.
What is the Federation?	The purpose and the history behind the Federation is not well known. Knowledge of this is important if we are going to have support in the future.
What Makes a Great Teacher?	These videos are designed to encourage people to become teachers.
Why Teach?	

We hired the videography services of O’Rourke Media out of Byron Center, MI to help produce these videos. We spent 1.5 days interviewing eleven individuals (teachers, administrators and board members). Rick Mingerink and Mike VanderVeen are currently reviewing the footage and working with O’Rourke to produce a final product.

Total cost for this is \$3,000. Monies for this have come from our current fund balance. We are putting \$2,500 into the 2018-2019 budget to reimburse a portion of this cost and any further costs related to finishing and distributing the videos.

6. Faith Christian School Hiring Policy Variance

The TED committee received a letter from the Faith Christian School Board (Randolph, WI) asking for a variance to our hiring policy. They request the following:

- a. to be allowed to offer a contract to an experienced teacher on or after January 15.

- b. If Faith Christian School offers a contract to an experienced teacher, they will notify the current School Board of that experienced teacher that such an offer was extended. This School Board will then have opportunity to offer their own contract to the teacher with the same 15 days of consideration.

See the attached letter for their grounds and further information.

Recommendations:

- 1. We recommend approving the Faith Christian School hiring variance.**

Ground:

- i. There is enough precedent to approve this variance.**

Note: The TED committee approved a motion at their last meeting to form a committee that will investigate the hiring policy dates as well as develop guidelines for approving future policy variances.

- 2. We recommend approving the 2019 Summer Seminar Proposal.**

Ground:

- i. Such an activity falls under our stated purpose as an organization.**

- 3. We recommend approving Mr. Randy Kuiper (elementary teacher @ Heritage Chr. School) for a 3-year term as a teacher representative on the TED committee. He would be replaced Mr. Pete Adams whose term has expired.**

- 4. We recommend the Federation approve the 2018-2019 budget.**