

CLASS/Teacher Incentive Fund – Design Team Meeting

May 9, 2013

3:30 – 5:00

Crook County District Office

Attendees: Patti Norris, Carrie Lowenbach, Kurt Sloper, Linda Borquist, Joe Swinehart, Duane Yecha, Valerie Nixon, Glenifer Fields, Yancey Fall, Kellie Koch, Jayel Hayden, Michelle Jonas

Absent: Pat Gardunia, Jim Bates, Dennis Kostecky, Rich Daniels, Sue Gregory, Julie Swinehart, Jessica Andrews, Dee Ann Lampert, Mike Zielaskowski, Carrie Shinkle

Facilitator: Paul Andrews

Group Agreements:

- Be on time,
- Be prepared,
- Meet deadlines,
- Be respectful,
- Contribute to the process,
- Be open to new approaches
- Be willing to use ELMO—Enough, Let's Move On
- Stay on topic—use parking lot
- Once consensus is developed, support the group.

1. Introductions (2 min)
2. SB 290/Evaluation Subcommittee Report – Jim, Jayel, Michelle, Joe, Dee Ann, Sue, Rich (20 min)
 - a. TIF payout document
 - i. Made recommended changes in the evaluation section
 1. Changed to “components”
 2. Changed the proficiency down a little (70-30) because Danielson a little more rigorous
 3. Put the project down as a principal review
 - ii. Questions about VAM quartile movement
 1. We have achievement vs. improvement being paid out
 - a. Should staying at the highest quartile be valued highly?
 - b. Proposal that “remaining in top quartile” to 2 shares
 - i. Voted to keep it at 1, but want to discuss more in the fall
 - b. Recommendations:
 - i. Edited the narrative document – Jayel went over how the document was edited
 1. Plan to get the document and rubric in everyone's hands before summer
 - ii. Made recalibration recommendations for 07/13 Danielson differences
 - iii. Redmond and Sisters' handbooks were approved
 - iv. Had draft of a recommended forms – SLO and professional goals
 1. Will still need teacher groups look at the assessment tools that will work
 - a. Will tie the projects to this next year
 - b. The existing committee will let teachers know they need to focus on other types of measures
 2. Recommended that our growth goals be 20% of the overall
 3. Each Danielson domain is 20% (x 4 domains) + 20% for student growth goals

- c. Will have another meeting before the board meeting
 - i. If anyone not on the committee wants to have input, let Jayel
 - ii. Otherwise we are acknowledging that the committee represents
- 3. Communication Committee Report – Julie, Yancey, Kellie, Dennis, Patti (5 min)
 - a. Nothing to report
 - b. Needs to meet to create the backstory
- 4. EDNW teacher and principal interviews about TIF – May 3, Friday - Jim (5 min)
- 5. Format for principals to track/document projects and check off for payout – Jayel (10 min)
 - a. Something for Jayel to know to pay or not – a form of some sort
 - b. Discussion about how to share what was learned from the projects
- 6. Budget Discussion – Jim (15 min)
 - a. Revisit in the fall
- 7. Coaches Update – (15 min)
 - a. Coaches role for next year
 - i. Pretty much the same, but need to know difference in Danielson & SLO support
 - b. Concerns about the fact that coaches don't get additional time away (other than sub time)
 - i. Harder to be effective without more release time
 - ii. Proposal that elementary instructional coaches sit on this committee
 - 1. Put that money into the secondary coaching support
 - iii. Paul will put it out in an email to elementary coaches and principals
 - 1. If they are open to this, we could look at continuing the conversation
- 8. TIF deliverables (10 min)
 - a. May 1-May 31, 2013 - TIF Survey of teachers and principals
 - i. Plan for taking the survey – it will be open soon
 - ii. We will encourage others to take it
 - b. 15-May-13 - Letters of Agreement signed and submitted
 - i. Status: Passed the union vote
 - c. 1-Jun-13 - Performance Evaluation Revisions Submitted, including updated PBCS
 - d. 15-Jun-13 - Teacher Retention and Effectiveness Data
 - e. 15-Jun-13 - Professional Development tied to Evaluation evidence submitted
 - i. Assigned this to the Evaluation/SB290 committee
 - f. 15-Jun-13 - Leadership Roles job descriptions, selection & training artifacts submitted
- 9. Next Meeting: (5 min)
 - a. Do we need another meeting this school year?
 - b. Set dates for next year? Second Thursday in September – 12th
 - i. Go with every other month's 2nd Thursday
 - c. Agenda Topics:
- 10. Bullet point communications for the Coaches to share (3 min)
 - a. **There will be an announcement from the CCEA on the future of the TIF grant**
 - b. **Survey is coming – future decisions will be made based on it**
- 11. Plus/Deltas

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