

CLASS/Teacher Incentive Fund – Design Team Meeting

January 9, 2014

3:30 – 5:00

Crook County District Office

Committee Members: Patti Norris, Carrie Lowenbach, Joe Swinehart, Duane Yecha, Valerie Nixon, Kellie Koch, Jayel Hayden, Pat Gardunia, Jim Bates, Rich Daniels, Sue Gregory, Julie Swinehart, Jessica Andrews, Barb Miner, Kurt Sloper, Dee Ann Lampert

Absent: Linda Borquist, Michelle Jonas, Carrie Shinkle, Mike Zielaskowski

Guests: Anna Logan

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 (5 min)
2. Budget update – Stacy & Carrie (5 min)
 - a. Clarified questions about the budget
 - i. Additional dollars went to Carrie (expanding responsibilities) and math coaches
 1. Math coaches are based on an interventionist model
3. VAM Scores & Payouts – Stacy and Carrie (10 min)
 - a. Stacy passed out the VAM scores and the payout amounts
 - i. Discussion about what every person received at various schools
 - ii. Payouts happened in December
4. Communication Committee Report – Julie, Kellie, Valerie, Anna, Kurt (15 min)
 - a. Purpose:
 - i. Unified internal & external communication
 - b. Internal communication:
 - i. Kurt reported that the Friday before break he pulled together a letter that went out
 - ii. Short, concise about our involvement, congratulations
 1. Also for building principals to have communication within their own building
 2. Also had information about what to share with classified staff
 - iii. This information is now public – it can be shared
 1. At the MS, there was a change in shares from last year – should be clarified
 - c. External Communication:
 - i. Should we prepare a press release?
 - ii. Kurt will prepare a statement and will talk to Julianne Repman (Bend LaPine)
 1. Talk to Duane and get his direction after that work

2. Everyone else – direct questions to Kurt
5. Compensation money Update – Stacy, Carrie L, Pat, Julie, Joe, Michelle, Sue (10 min)
 - a. Budget report above lists what was done with this money
 - b. This committee is not needing to continue
6. SB 290/Evaluation Subcommittee– Jim, Jayel, Michelle, Joe, Dee Ann, Sue, Rich, Carrie L (10 min)
 - a. Purpose:
 - i. Spring report with changes due to ODE
 - ii. Do we have a means of answering questions related to SLGs – or just admin?
 - b. SLG & Goal Process – on agenda from last meeting
 - c. Report:
 - i. The work was frontloaded
 - ii. Will meet again after the mid-year reviews
7. Gap between Teacher and Principal Reliability rating from the survey (15 min)
 - a. Survey data showed perception differences about the inter-rater reliability
 - i. Determined that part of the issue was the survey mostly
 - b. Determined to monitor this but not develop a specific response to this gap
8. PBCS for next year – any changes? - Carrie (10 min)
 - a. We now have the VAM data – do we need to look at anything different based on that
 - b. Admin team would like to look at more frequent, less formal observations
 - i. Rather than fewer more formal observations
 - ii. This would need to go to SB290 team to modify the information to everyone
 - c. Also questions about whether there is a need to look at VAM payouts given they've moved up significantly
 - d. May need to look at value per share
 - e. New team
 - i. Jim, Jayel, Kellie, Carrie, Julie (or exec board member), Stacy – Jayel will pull group together
 - ii. Will report at next meeting
9. Coaches Update – (5 min)
 - a. 3rd grade writing samples came out and are not correct – the prompt is not correct
 - i. This is being worked on
 - b. Coaches are supporting the professional projects this year
 - i. asked to have different end dates
 - ii. spread the word and got strong response
10. Next Meeting:
 - a. March 13th – 3:30- 5:00
 - b. Agenda Topics:
 - i. PBCS team report – recommended changes
 - ii. External communication about VAM - outcomes
11. Bullet point communications for the Coaches to share (3 min)
 - a. **There is a difference in value of shares this year – higher share value for evaluation, lower for VAM**
 - i. **The PowerPoint laid that out well if you choose to use it**
 - b. **Math interventionist position – changed the model to get the most value for the time remaining**
 - i. **Could look different in different buildings**
 - ii. **Hope to fill by February**
 - c. **Coaches – remind everyone to look at their timelines for their projects (if they're doing 1)**

d. VAM results were very strong – celebrate the results

12. Plus/Deltas (2 min)

- a. Work we have done over the past 4 years has resulted in significant positive change in the district – specific professional-practice discussions