

CLASS/Teacher Incentive Fund – Design Team Meeting

May 8, 2014

3:30 – 5:00

Crook County District Office

Committee Members: Carrie Lowenbach, Joe Swinehart, Valerie Nixon, Kellie Koch, Jayel Hayden, Barb Miner, Dee Ann Lampert, Kurt Sloper, Linda Borquist, Michelle Jonas, Duane Yecha, Stacy Smith, Jim Bates, Julie Swinehart, Jessica Andrews

Absent: Patti Norris, Sue Gregory, Pat Gardunia, Rich Daniels, Carrie Shinkle, Mike Zielaskowski

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. SB 290/Evaluation Subcommittee— Jim, Jayel, Michelle, Joe, Dee Ann, Sue, Rich, Carrie L (20 min)
 - a. Meeting held on March 20th
 - b. Recommended changes:
 - i. Go to 4 shorter observations (minimum 15 minutes)
 1. 2 will require a face-to-face meeting afterwards
 - ii. Probationary teachers would have one formal observation (+3 shorter ones)
 - iii. New observation tool for administrators based on Salem-Keizer Legends
 - iv. Keeping self-reflection at the end
 - v. Evaluation handbook – Jayel is starting to work up the changes
 1. Forms will need to be adjusted
 2. Training and information needed next year
 - c. Peer Review Panel
 - i. All districts have to be part of a peer review process – draft rubric is out
 - ii. May not actually start until the fall – will forward when we hear
 - d. Matrix system requirements for scoring of evaluations
 - i. ODE is requiring this as a result of the NCLB waiver
 - ii. Team will meet again to address this once we have heard more about it
 - e. Kurt brought up (last mtg) whether we write goals for all students vs. 1 class of students
 - i. Secondary teachers pick one Course (not class) and measure those students
 - ii. Moving forward on this for next year
 - iii. Title 1 and Special Ed across multiple grades/abilities
3. PBCS for next year Subcommittee – Jim, Jayel, Kelly, Carrie, Julie, Stacy (30 min)
 - a. Handout: Proposed PBCS for next year
 - b. VAM section:

- i. Issue: If you were in top quartile, couldn't move up in quartile
 - 1. Proposal: Set up a 50% probability goal and 25% probability goals
 - a. Calculated by Andrew at ECONW for our district
 - b. This was voted down
 - ii. Proposal keep existing VAM model and change staying in top quartile to 2 shares.
 - 1. Passed
 - c. Evaluation:
 - i. Based on domains 2 & 3 only (for TIF) – chart demonstrated how shares are paid out
 - ii. Discussion about the role of 1&4 – they're still in the evaluation; but not in TIF
 - iii. Make sure we treat specialists are treated similarly
 - iv. No 'other measures' in the new model (including projects)
 - v. Evaluation payouts were a concern by Chalkboard – based on 98.6% payouts this year – so this model tried to address that concern
 - d. Will calculate all shares for all schools to make sure we pay everything out next year
 - i. But, we can't combine VAM and eval money if one isn't paid out
 - e. Administrative system – accept the evaluation as written and mirror VAM to teacher
 - i. passed
- 4. Budget changes for next year – Stacy and Carrie (15 min)
 - a. PBCS – agreed to what was decided above
 - b. Leadership roles and responsibilities
 - i. Change the title from Danielson coaches to Design Team Leadership Reps
 - ii. Make sure there is a CCEA rep on the design team next year
 - c. Implementation
 - i. TalentEd, Marsha Moyer, admin Design Team stipends
 - d. Principal cadre
 - i. Coordinator position & principal leader stipends
- 5. April 24th Statewide TIF/CLASS Meeting (5 min)
 - a. Who went:
 - i. Paul
 - ii. Stacy
 - iii. Jayel
 - iv. Carrie L
 - v. Julie
 - b. Information to bring back: Covered above
- 6. Coaches Update – (5 min)
- 7. Spring Chalkboard survey (5 min)
 - a. Done – got 63% of certified staff completed it
 - b. Window: April 11th – 28th
- 8. Next Year's Meetings:
 - a. Date ideas: 2nd Thursday of the months of Sept, Nov, Jan, Mar, May
- 9. Bullet point communications for the Coaches to share (3 min)
 - a. **Reiteration of June check this year will be less than last year because there is less money in the pot than last year (doesn't mean they are a less effective teacher)**
 - b. **Deadlines for the projects – due to the principal by the summative evaluation**
- 10. Plus/Deltas (2 min)
 - a. Last meeting of the year