

CLASS/Teacher Incentive Fund – Design Team Meeting

September 11, 2014

3:30 – 5:00

Crook County District Office

Committee Members: Carrie Lowenbach, Kellie Koch, Jayel Hayden, Dee Ann Lampert, Kurt Sloper, Michelle Jonas, Duane Yecha, Valerie Nixon, Stacy Smith, Jim Bates, Jessica Andrews, Mike Zielaskowski, Todd Barrett and Michelle Powers

Absent: Linda Borquist, McKenzie Kudlac, Patti Norris, Pat Gardunia, Rich Daniels, 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 (5 min)
 - a. New members: McKenzie Kudlac, Todd Barrett and Michelle Powers
 - b. Guest: Bev Pratt, Frank Caropelo
2. Revision of our Evaluation Payout Process— Stacy, Bev, Linda, Jayel, Carrie (50 min)
 - a. Bev shared possible options – we need to change our PBCS eval payouts to be in compliance
 - i. Stacy and Carrie provided some history
 - b. Michelle moved to accept option #2. Mike Seconded. (All teachers who receive a 35 or higher would be eligible for a payout)
 - i. Passes unanimously
 - c. 3 tiers:
 - i. 35-36 – 1 share
 - ii. 37-38 – 1.5 shares
 - iii. 39-40 – 2 shares
 - d. Principal payout will emulate the teacher model – Stacy moved, Jayel seconded.
 - i. Will be based on the entire system, not just 2 and 3
 - ii. Chalkboard will get us the cutoff
 - iii. Passes unanimously
3. VAM process – Stacy, Bev (10 min)
 - a. Achievement cannot use achievement criteria – so there were 3 suggested options here
 - b. Option 2: use the Albany probability model where every school has a 25% and 50% probability target based on 13-14 VAM scores
 - i. Michelle moved to accept option #2. Jayel Seconded.
 1. Passes unanimously
4. Budget revised – Stacy and Carrie (5 min)
 - a. Proposal that we reconvene the subcommittee to look at the budget to look at this

- i. They provide a proposal that will be emailed to us for us to vote on – we need to move quickly
 - ii. Subcommittee – Stacy, Carrie, Jim, Jayel, Michelle P, Kellie
- 5. Projects still in play? – Carrie (5 min)
 - a. The budget subcommittee will look at this as a possibility with other areas of the budget
- 6. Design Team Representatives Update (5 min)
 - a. Would we like Carrie do traveling roadshows to explain the changes to the PBCS
- 7. Chalkboard survey (5 min)
 - a. Carrie will send this out to you as a pdf to look at
 - b. We will review at our next meeting
- 8. Next Meetings:
 - a. Revise our November meeting – Nov. 18th and then 1st or 2nd Tuesdays
- 9. Bullet point communications for the Coaches to share (3 min)
 - a. **Make sure teachers (especially new ones) understand rubrics**
- 10. Plus/Deltas (2 min)
 - a. Facilitated well
 - b. Thanks to Bev and Frank
 - c. Thanks to Carrie to giving the same message
 - d. Stacy prep for the meeting
 - e. Frank thanked us for the work