

CLASS/Teacher Incentive Fund – Design Team Meeting

November 18, 2014

3:30 – 5:00

Crook County District Office

Committee Members: Kellie Koch, Jayel Hayden, Dee Ann Lampert, Kurt Sloper, Duane Yecha, Valerie Nixon, Stacy Smith, Jim Bates, Todd Barrett, McKenzie Kudlac, Pat Gardunia, Rich Daniels, Carrie Shinkle, Linda Borquist

Absent: Carrie Lowenbach, Michelle Jonas, Jessica Andrews, Mike Zielaskowski, Michelle Powers, Patti Norris

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. New VAM & Evaluation Payout Process (5 min) - Stacy
 - a. Any fallout or questions from last meeting's decision?
 - i. No real feedback – pretty much accepting of the change (or at least silent if unhappy)
3. This year's VAM is supposed to be released on Friday
 - a. Communication process: get together Kurt, Stacy, Jim, Pat – shoot for early next week
 - i. Kurt will take lead on pulling team together
 - ii. Come up with a message/concepts to communicate
 - iii. Pass on to school leaders, then the design team
4. Budget revised – Stacy (15 min)
 - a. We voted on how to spend additional dollars – report out:
 - i. Stacy summarized the subcommittee's report and all were pleased with the decisions
 - b. Projects still in play -
 - i. The budget subcommittee made this work
 - ii. Considerable interest (we'll see who follows through)
5. Chalkboard survey (20 min)
 - a. Review:
 - i. 63% of certified staff completed and 88% of principals completed
 - ii. In general, certified staff felt more positive about TIF and the requirements of the grant than principals
 - iii. The more experienced you were (yrs of teaching) led to a higher level of understanding about the grant requirements

- iv. 69% of staff felt like there was an increase of collegiality, effective teaching, and building performance because of TIF.
 - v. Most staff felt like the evaluation component was a positive way to get feedback about their teaching and their evaluation feedback was quality and timely.
 - vi. VAM is still confusing but teachers (specifically, newer) felt like they can make a positive impact on whole school growth.
 - vii. And, in general, teachers with less experience were more motivated by compensation and awards.
 - viii. Projects stood out as a strong positive – helped us get approval for the money
6. Update from the TIF Sustainability meeting at Eagle Crest (10 min) – Stacy, Kurt, Jayel, and Carrie
 - a. Plan will be due for first review in February based on the original CLASS project
 - i. Open to help from the team, but also want Teach Like a Champion advocates/trainers
 - ii. Sub-committee to help with the plan: Jayel, Stacy, Carrie L., Kurt, Carrie S., Jim
 7. Input on the Teach Like a Champion training application (5 min)– Stacy
 - a. Screening Committee for the 2 people who would be chosen
 - i. Suggested members: Kellie, Pat, Rich, Todd, Michelle, Cheri (point person)
 1. Jim will communicate to Cheri and Kurt will let Michelle know
 - ii. Rich suggested that the team look at including interviews
 - b. Timeline: Carrie will get out application out by Dec 1, Apps due 1/9, Decision by 1/30
 8. TIF Design Team representation (10 min)
 - a. Is resolved – we'll keep the current composition.
 9. Design Team Representatives Update (10 min)
 - a. Carrie's traveling roadshows to explain the changes to the PBCS are going well and still going with some schools
 10. SB290 Committee Meeting
 - a. Meeting rescheduled for December 4th (previous meeting postponed due to weather)
 - b. Peer Review Panel process, attendance criteria will be discussed
 11. Next Meeting:
 - a. January 13th (Tuesday)
 12. Bullet point communications for the representatives to share (3 min)
 - a. **Send out reminder that project proposals are due on December 1st**
 - b. **Application for TLAC will be out soon – fill it out by January 9th**
 - i. **Decision will be made by end of January**
 13. Plus/Deltas (2 min)
 - a. Efficient meeting
 - b. Appreciate Cheri stepping up
 - c. Date switch of meeting will let us know who applies