

CLASS/Teacher Incentive Fund – Design Team Meeting

January 13, 2015

3:30 – 5:00

Crook County District Office

Committee Members: Kellie Koch, Jayel Hayden, Dee Ann Lampert, Kurt Sloper, Valerie Nixon, Stacy Smith, Jim Bates, Todd Barrett, McKenzie Kudlac, Pat Gardunia, Carrie Shinkle, Carrie Lowenbach, Michelle Jonas, Mike Zielaskowski, Michelle Powers

Absent: Rich Daniels, Duane Yecha, Jessica Andrews, 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)
 - a. Linda Borquist has retired
 - b. Welcome Bev Pratt who will be our coach for the rest of the year
2. VAM data release (10 min) – Carrie, Stacy, Kurt
 - a. Communication process
 - i. Carrie got us started and moved smoothly (apart from Paulina)
 - ii. Each school got their own information – thanks to Jan for helping with that
 - b. Any concerns or fall out?
 - i. No feedback – assume it went OK
3. Projects (10 min) – Carrie, principals
 - a. How are they playing out this year as compared to last year?
 - i. We have 60 teachers who have applied and been accepted (up a little)
 - b. Mid year check required by principals (before our next meeting)
 - i. We didn't get started as early as last year, so wonder if this could hold off a little
 - ii. High leverage PD – working well
 - iii. Looking at late February on the professional development day
 1. Mid-year check in is on the rubric – also note if anyone has opted out
 2. Or let us know if principals feel that it's not viable to move forward
4. Chalkboard Plan due for first review in Feb (10 min) – Stacy, Kurt, Jayel, Carrie L., Carrie S., Jim
 - a. This is the sustainability plan for the district
 - b. First draft has been shared with Bev – Carrie is taking the lead on this
 - i. It's about what we plan to sustain after the grant is over
 - ii. Looking at evaluation, professional projects
 1. Some of these will need to be bargained
 - c. Carrie will let us know if she needs anything from us
5. Teach Like a Champion training application (5 min)– Stacy

- a. Timeline: Carrie got the apps out by Dec 1, Apps due 1/9, Decision by 1/30
 - i. Cheri will work with the committee to decide on who will be accepted
 - ii. There were 4 applicants (1 El and 3 Secondary) – to be winnowed down to 1 each
 - iii. Discussed the possibility of sending more than 2 with grant and building dollars
- b. Give the sub-committee ability to wait later than the 30th if there is the ability to send more
- c. Teach like a Champion participants will have been decided by our next meeting
 - i. We'll need to plan for PD from those folks at our next meeting
- 6. Design Team Representatives Update (10 min) - Carrie
 - a. Carrie's traveling roadshows - went very well
 - b. Now that the payout is done does it make sense to have Carrie come back
 - i. She outline the new process – give the same info to everyone with real VAM #s
 - c. Projects support is a strong role of the representatives
 - d. At a HS staff meeting showed a clip from Teachscape and talked about it
 - i. Role for the reps with activities such as this – suggestion
 - ii. High school will be doing small PD activities at staff meetings (by teachers)
 - 1. Michelle will spread the word with this group to spread the word
 - e. Let Carrie know if your building is offering individual PD
 - i. need it for sustainability paperwork
- 7. Communication Plan as the grant is going away
 - a. Make sure everyone knows what the changes will be and what will be sustained
 - i. Can go back to surveys – what did people say they found valuable
 - ii. Come up a list of what we got from the grant and prioritize (what might we lose)
 - 1. We can then share that with administration/board
 - 2. Should we look also at Bend's new compensation model?
 - b. Keep this agenda item as a placeholder to make sure that we're addressing it
 - i. We may choose to have a sub-committee or we could decide as an entire team
- 8. SB290 Committee Meeting (10 min) - Jayel
 - a. Meeting rescheduled for December 4th (previous meeting postponed due to weather)
 - b. Peer Review Panel process, attendance criteria was discussed
 - i. Documentation was submitted to ESD and we completed the process
 - c. Jayel is going to do a new "evaluation process at a glance" timeline
 - i. Will share with us next meeting
 - d. There are some problems with TalentED – Jayel is working on it later this week
 - e. 80% threshold for attendance for this year and will look again next year to see if changed
 - i. Evaluation committee will meet about it again for next year
- 9. ESEA waiver update – Bev
 - a. Oregon received a conditional waiver last year
 - b. Feds came up with 3 ideas that we could use
 - i. VAM – was rejected
 - ii. Student growth percentile scores
 - iii. Tiered targets based on trajectory toward passing (using SBAC in the future)
 - c. We should know by the end of the month what process the state has picked
- 10. Next Meeting: March 10th –Tuesday
- 11. Bullet point communications for the representatives to share (3 min)
 - a. **Carrie will be coming back out to talk about VAM, VAM targets, and the new process**
 - b. **Mid-year check in for projects – by the end of February**
- 12. Plus/Deltas (2 min)
 - a. Quickly – good efficient