

## CLASS/Teacher Incentive Fund – Design Team Meeting

March 10, 2015

3:30 – 5:00

Crook County District Office

Committee Members: Jayel Hayden, Michelle Jonas, Dee Ann Lampert, Kurt Sloper, Valerie Nixon, Stacy Smith, McKenzie Kudlac, Carrie Lowenbach, Mike Zielaskowski, Michelle Powers, Duane Yecha, Jessica Andrews, Bev Pratt

Absent: Pat Gardunia, Carrie Shinkle, Kellie Koch, Jim Bates, Todd Barrett, Rich Daniels, 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. Focus Group Interview (45 min) – EdNorthwest
    - a. EDNW met with us to do a focus group interview
  2. Introductions (2 min)
  3. Projects (5 min) – Carrie, principals
    - a. Mid year check required by principals – how did they go?
      - i. Carrie got emails back that all are continuing to do them (no one dropped this) – 60
      - ii. A few did ask Carrie what the payout would be and indicated they might drop if it's not a lot of money (particularly with all that is going on this spring, and with the share out)
  4. Teach Like a Champion training Participants (5 min)– Stacy
    - a. Participants decided upon: Carrie Lowenbach for Secondary and Merilee Smith for EL.
      - i. Waiting to hear if we got a grant to cover the other two applicants
        1. Think there may be money for the other 2
          - a. Charlene Walker and Heather Wiles
        2. The team would like to see all 4 to go – accept them – Carrie will take it from here
      - ii. It's a month away
    - b. We'll need to plan for PD from those folks
      - i. It's a train the trainer model – designed to bring it back to other teachers
        1. Get a site license for materials
        2. Want to hear from the four what would be best as a result of training
        3. Push for multiple times throughout the year – calendar is a concern
      - ii. They will present at our next meeting what the process will be
  5. Design Team Representatives Update (5 min) - Carrie
    - a. Carrie's traveling roadshows - going very well
      - i. Some schools haven't gotten back to her, but open to it (based on calendars)

- ii. Shared new VAM model
  - iii. Still open to coming out if invited – Carrie will send out another email
- b. Let Carrie know if your building is offering individual PD
  - i. need it for sustainability paperwork – please pass it along
- 6. Communication Plan as the grant is going away (10 min) - Carrie
  - 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. We will 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
  - c. We’re still fuzzy on the budget
    - i. What we heard:
      - 1. Projects continued
      - 2. Carrie’s role
      - 3. Not sure looking at compensation plan is an immediate interest
      - 4. Teach like a Champion training next year
  - d. Carrie and Stacy shared the 4 pots of money in the budget that will change
    - i. Decision to spread the extra leadership money across the design team
    - ii. Stacy gave notice to us that we’re done and will send info to those who are not here.
- 7. Survey Dates (3 min) – Stacy and Carrie
  - a. April 1-April 14 for the survey window.
  - b. There is an incentive for schools that do the best completion of the survey
  - c. Carrie will get the email out about this
- 8. SB290 Committee Meeting (10 min) - Jayel
  - a. The committee didn’t meet since last meeting
  - b. Fixed some glitches in TalentED discovered by administrators over the last month
  - c. There are likely changes coming from the state
    - i. please review the 2015 waiver renewal documents posted on the ODE [Federal Flexibility Waiver](#) webpage and respond in the corresponding sections of the [survey tool](#).
- 9. Chalkboard/TIF update – (5 min) – Bev
  - a. All TIF meeting on May 12th –
    - i. folks from Denver coming about Teacher leader model
    - ii. Tennessee folks coming to talk about next generation teachers
    - iii. Colorado folks talking about academic watch as a district and impact on compensation
    - iv. Who can go? Carrie, Paul, Jayel, Stacy, - let Carrie know if interested (by end of week)
  - b. Summer Assessment Literacy Training
    - i. Had one in Redmond in February
    - ii. Leadership and Learning Center out of Denver – June 22<sup>nd</sup>-24<sup>th</sup>
- 10. Next Meeting: May 14<sup>th</sup> – Thursday
- 11. Bullet point communications for the representatives to share (3 min)
  - a. **Teach Like a Champion training happening in April and will have PD plan afterwards**
  - b. **April 1-April 14 for the survey window**

**c. Carrie can come present at meetings – she'll get emails out about this**

12. Plus/Deltas (2 min)

- a. Perfect modeling of wait time
- b. Got through a lot on time
- c. All the money is being spent