

## CLASS/Teacher Incentive Fund – Design Team Meeting

May 14, 2015

3:30 – 5:00

Crook County District Office

Committee Members: Michelle Jonas, Dee Ann Lamper, Valerie Nixon, Stacy Smith, McKenzie Kudlac, Carrie Lowenbach, Michelle Powers, Pat Gardunia,

Absent: Jayel Hayden, Duane Yecha, Bev Pratt, Kurt Sloper, Mike Zielaskowski, Jessica Andrews, Carrie Shinkle, Kellie Koch, Jim Bates, Todd Barrett, 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 (2 min)
2. Projects (5 min) – Carrie, principals
  - a. Current Status – going well. CRE has shared out to their staff (successful)
    - i. Handfuls in other schools have shared as well (or will soon) – they're moving along.
    - ii. Appear to have retained the vast majority of those who proposed projects
  - b. Make sure that they roll in by the time they meet with their administrators (and share out)
    - i. Carrie will send out the information as a reminder to those who did projects
    - ii. Principals will then let Jayel know who completed
3. Teach Like a Champion (15 min)– Stacy
  - a. Participants decided upon: Carrie Lowenbach for Secondary and Merilee Smith for EL.
    - i. Charlene Walker and Heather Wiles also attended
    - ii. Phenomenal training
    - iii. Focused on 6 strategies – learned about them and how to teach them to others
      1. Learn how to practice what you're going to teach before doing it
  - b. 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. Doing PD in small doses
      1. Presented to administration already to get support at the school level
        - a. Heard back from some principals and will respond to that
        - b. E.g., Michelle gave Carrie 1 staff meeting/month
        - c. Carrie S has sent out the techniques CRE will do next year
  4. Design Team Representatives Update (5 min) - Carrie
    - a. Carrie's traveling roadshows - last one tomorrow morning

- i. All schools received VAM targets for next year and reminder of evaluation model
    - ii. Carrie will also send out another email with the attachment shared at staff meetings
  - b. Let Carrie know if your building is offering individual PD
    - i. need it for sustainability paperwork – please pass it along
    - ii. She hasn't heard from all schools yet
- 5. Communication Plan as the grant is going away (20 min) - Carrie
  - a. Carrie will send out an email (see above)
  - b. Stacy shared that the CCSD budget does not have anything sustained
    - i. Except .5FTE for new teacher mentor position
    - ii. Everything else on wish list got axed with the cut of Insight Charter money
    - iii. Tuition reimbursement was not opened up wider (as a result of staff survey)
- 6. Survey (10 min) – Stacy and Carrie
  - a. April 1-April 14 was the survey window.
  - b. There is an incentive for schools that do the best completion of the survey
  - c. It went relatively well – 64% participation
- 7. SB290 Committee Meeting (10 min) - Stacy
  - a. There will be a reconvening of this committee (on Jayel's to-do list)
    - i. Revisit attendance criteria
    - ii. Streamline and revise procedures – they were changed enough that the committee needs to know these and signs off on them
- 8. Chalkboard/TIF update – (5 min) – Stracy
  - a. All TIF meeting on May 12th –
    - i. folks from Denver came about a Teacher leader model
    - ii. Tennessee folks coming to talk about next generation teachers
    - iii. Colorado folks talked about alternative compensation
    - iv. Carrie, Paul, and Stacy attended
- 9. Next Meeting: ???
  - a. Stacy suggested 2 more meetings
    - i. When evaluation data comes out and when VAM data comes out
    - ii. Purpose: communication about the data
    - iii. Decision:
      - 1. For evaluation wait for Jayel and see how it looks – he will send email about it and can call this team together if he has concerns
      - 2. Next November, pull this group back together to get last communication right about VAM
- 10. Bullet point communications for the representatives to share (3 min)
  - a. **Teach Like a Champion trainings available next year – details are being worked out**
  - b. **Get Carrie school PD being offered**
- 11. Plus/Deltas (2 min)
  - a. Stayed on track
  - b. Persevering