



STATE OF IOWA

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DEPARTMENT OF EDUCATION
BRAD A. BUCK, DIRECTOR

Council on Educator Development Minutes

Google Site: <https://sites.google.com/a/gpaea.org/ee-council/home>

<p>Date: Tuesday, Nov. 26, 2013 10 am – 3:30 pm</p> <p>Future Meeting Dates: Thursday, January 9, 2014 – <i>Waukee CSD</i></p> <p>Thursday, February 13, 2014 <i>School Administrators of Iowa (SAI)</i></p> <p>Wednesday, March 12, 2014 <i>Waukee CSD</i></p> <p>Tuesday, May 27, 2014 - <i>School Administrators of Iowa (SAI)</i></p>	<p>Location: School Administrators of Iowa (SAI) 12199 Stratford Dr., Clive, IA 50325</p>	<p>Task Force Members Present:</p> <ul style="list-style-type: none">• Elaine Baughman, Special Education Teacher, Harlan CSD, Harlan• Tom Buckmiller, Professor, Drake University, Des Moines• Jimmy Casas, Principal, Bettendorf Community School District• J.D. Cryer, Field Experience Coordinator, University of Northern Iowa, Cedar Falls• Byron Darnall, Bureau Chief, Iowa Department of Education, Des Moines• Carol Farver, Principal, Newton CSD, Newton• Joel Illian, Special Education Teacher, Pekin CSD, Packwood• Joe Judge, Albia CSD• Michelle Lettington, Executive Director of Curriculum and Professional Learning, Waukee CSD, Waukee• Patty Link, Parent Representative and State Director, Students First, Des Moines• Stephen Miller, Employment Consultant, Iowa Association of School Boards, Des Moines• Patti Roush, Dennison CSD• Derek Schulte, Business Education Teacher, Southeast Polk CSD, Pleasant Hill• Billy Strickler, Elementary Teacher, Fairfield CSD, Fairfield• Jon Sheldahl, Chief Administrator, Great Prairie AEA, Ottumwa• Bev Smith, Human Relations Director, Urban Eight Network, Waterloo• Dan Smith, School Administrators of Iowa• Robin Trimble-White, Director of Teacher Education and Professor, Grand View University, Des Moines• JoAnne Tubbs, Licensure Consultant, Iowa Board of Educational Examiners, Des Moines
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<p><u>Overall charge of the Task Force:</u> A Council on Educator Development is established to conduct a study and make recommendations regarding the following: a) a statewide teacher evaluation system and performance review requirements, b) a statewide administrator evaluation system. The goal of the study shall be to determine the efficacy of the current systems in providing practitioners with clear and actionable feedback to enhance their practice and advance student learning. The council shall receive input from teachers, administrators, and evaluators regarding educators' personal experiences with evaluations. Chairperson: Jon Sheldahl Technical Assistance: Byron Darnall Recorder: Jennifer Woodley</p>		<p><u>Intended Outcomes of this meeting:</u> By the conclusion of the meeting we will have:</p> <ol style="list-style-type: none"> (1) Review intended language House File 215 and 284.8 (2) Review and analyze current state of Iowa Teacher Evaluation Model (3) Establish agenda items for the next meeting 		
Activity:	Time:	Person(s) Responsible	Materials Needed	Need to do:
<p>Connector: Welcome and Overview Introductions of members; review of charge to the group; role of guests and observers.</p> <p><u>Protocol:</u> Name, position, and what your plans are for Thanksgiving</p> <p>Assess effectiveness of Google site, minutes,</p>	10 – 10:30	Byron Darnall		<p>Establish connections between team members and introduce guests.</p> <p>Establish a collective understanding of the context for the council and frame the conversation for day's agenda.</p>

documents, communication etc. Housekeeping—restrooms, reimbursement forms, future meeting dates.				
Entering the Work: <u>Presenter:</u> Dr. Kim Huckstadt-Superintendent, Maquoketa CSD <u>Topic:</u> The Impact of Standards-Based Teacher Evaluation On Instruction and Professional Practices in Iowa	10:30 – Noon	Jon Sheldahl	Dr. Huckstadt’s materials	Dr. Huckstadt will present the findings from his dissertation completed in Spring 2011.
<ul style="list-style-type: none"> • <i>Dr. Huckstadt’s presentation slides and PDF may be found in the November 26 folder at https://sites.google.com/a/gpaea.org/ee-council/agendas</i> 				
Lunch	Noon - 12:30		Lunch on-site	Refuel/Calibrating/Housekeeping Items
Defining the Work: <ul style="list-style-type: none"> • Analyzing the language of HF 215 For the priority area, please read HF 215 for the following sections: a) purpose, b) function, and c) outcomes. After reviewing HF 215, please participate in a collaborative conversation to address the following questions: <ol style="list-style-type: none"> 1. What clarity do these recommendations provide? 2. What potential data sources or resources 	12:30-2:00			Analyze the language regarding the Council’s activity as presented in HF 215.

<p>could we use or consider as we review the current system or alternative systems?</p> <p>3. What questions do these recommendations generate?</p> <p>As you talk, please write down the key ideas on the chart paper for the whole group.</p>				
<p>Small Group Discussions</p> <ul style="list-style-type: none"> • <i>Peer group review & IPDP</i> • <i>Using multiple indicators</i> • <i>building capacity as professional growth model</i> • <i>Student/Parent Survey – should it be a part of evaluation</i> • <i>Clear & Actionable Feedback</i> • <i>Curriculum</i> • <i>Professional Development and Collaboration</i> • <i>Clear standards for what teachers/administrator should know and be able to do – do we agree about what those are? Do we have same definition?</i> • <i>Culture in classroom and in school – not completely addressed in standards</i> • <i>Smaller districts - Implement an effective evaluation when it is just them</i> • <i>Need a better discussion/understanding about standards and rubric before we explore a new evaluation system – our definition of “what good instruction looks like”</i> • 				
<p>Extending the Work:</p> <ul style="list-style-type: none"> • Conversation from Twitter (#IAedchat) on Sept. 8th - Jimmy Casas 	<p>2:00 – 2:30</p>	<p>Byron Darnall</p>	<p>Display the Storify that captures the Twitter chat from Sept. 8th</p>	<p>Jimmy Casas will recap the conversation offering highlights and points of interest.</p>
<ul style="list-style-type: none"> • <i>#IAedchat happens every Sunday at 8 PM</i> • <i>See past chats at http://storify.com/Aaron_Becker32</i> 				

<p>Extending the Work:</p> <p>Develop questions:</p> <ul style="list-style-type: none"> • What aspects of the current evaluation system should be retained? • What aspects of the current evaluation system are most in need of changing? • How often should evaluations be conducted? How often should classroom observations be conducted? • Who should conduct teacher evaluations? • What should be included in evaluations other than teacher observations? • What is the surest way to make sure that evaluations lead to teacher growth and development? • What other policies should we take into account concerning evaluation results (e.g., tenure, termination, teacher leadership, salaries, other policies)? • How do we develop and ensure effective teaching for every child? 	2:30-3:30		Jon Sheldahl Byron Darnall	
<ul style="list-style-type: none"> • <i>The council will re-visit these questions at a later meeting.</i> 				
<p>Clear Next Steps:</p>	3:00-3:15			Review Parking Lot questions that are yet to be answered but did not align with the work of the day
<ul style="list-style-type: none"> • <i>What rubrics are being used? Districts still have local control over tools/measurements of evaluation.</i> • <i>Collect examples of rubrics in use. How being used and perceived?</i> • <i>Discussion around standards first.</i> • <i>Teachers are being trained with InTASC, but many using Danielson.</i> • <i>Crosswalk of Iowa Teaching Standards to InTASC (Chapter 79 dictates InTASC in teacher prep programs)</i> 				

