



Commission on Educator Leadership and Compensation

Meeting Notes

Date June 17, 2014

Time 10am-Noon

Location Telephonic

MEMBERS PRESENT: Dan Smith, Denny Wulf, Diane Pratt, Jeff Anderson, Mary Jane Cobb, Mike Beranek, Molly Boyle, Paula Vincent, Vickie Robinson, Ryan Wise

MEMBERS ABSENT: Brenda Garcia-Van Auken, Donna Huston, Georgia Van Gundy, Kevin Ericson, Mary Jo Hainstock, Patti Fields, Paul Gausman, Ray Feuss, Todd Louwagie, Tom Downs

STAFF PRESENT: Peter Ansingh

AGENDA ITEM: Welcome/Updates on System Implementation/Feedback from the Field

Expected Outcome	Lead	Follow Up
Receive feedback from the Commission members and update CELC on TLC Phase 1 implementation and Phase 2 planning.	Ryan and Peter	

Notes:

Feedback from the Field:

Mary Jane – ISEA/SAI Launching Teacher Leadership Institute was successful; an excellent example of the collaboration around the implementation of the teacher leadership system; ISEA received a \$750,000 grant for the next three years from the NEA to support the implementation of the teacher leadership system here in Iowa.

Diane – quiet in her part of the State; Humboldt working to implement their TLC plan.

Paula – small school districts are still reluctant to apply because they are challenged to identify enough candidates for their TL positions; larger school districts are challenged just implementing their plan because of the high number of TL positions.

Dan – Institute went well and agreed that it was a good example of collaboration; wondering if Phase 2 will be a more difficult process; has heard some school districts are having difficulty filling teacher leadership positions.

Mike – Difficulty filling part-time positions in WDM; now has a better understanding of how Open Enrollment is handled under TLC; we should communicate how school districts can make plan modifications.

Vickie – has watched administrators from TLC school districts participating in a summer course networking to share information about their TLC plan implementation experiences; still

wondering what the ultimate definition of “success” of TLC will be; principals will need support evaluating teacher leaders.

Jeff – we will see how it turns out and how leadership transitions in school districts will affect the implementation of the TLC plans.

Molly – has heard about the shortage of applicants for teacher leader positions.

Ryan updated the Commission on the progress being made by the TLC Support System that is developing professional development opportunities for teacher leaders and administrators working with teacher leaders. This includes a workshop conducted at Mississippi Bend AEA on June 26 to help ensure a successful start to the TLC implementation. He also highlighted the upcoming Governor’s Teacher and Principal Leadership Symposium scheduled for August 4. Peter shared that we have begun the process of working with school districts interested in applying to come into the TLC system in 2015-16. Each AEA has again identified a contact who will facilitate the process in their region. Finally, Ryan announced we will be adding a second Consultant to the TLC team – Lora Rasey who has been working in the Saydel School District. Her responsibilities will involve working with the 39 approved districts to ensure a successful implementation of their TLC plan. Peter will work on the Phase 2 selection process, as well as how we monitor and evaluate the success of the TLC system.

AGENDA ITEM: Review of Decisions Following April Meeting

Expected Outcome	Lead	Follow Up
Review of decisions made at the April meeting.	Ryan	

Notes:

Ryan reviewed the decisions from the April Commission meeting. Though the Commission had not come to consensus on a new date for the TLC application deadline, based upon strong feedback from the field after the April meeting, the Department is recommending the October 31 option. This would involve the Commission making its recommendations for selection by December 19. The DE would be able to support Commission members who might need a substitute during this time. Commission members were in agreement with the new application timeline. Ryan also reviewed the decisions that Commission members would score in the same pairs and they would review and score the same part of the application. Finally, the Commission members had agreed at the meeting it would not be possible to provide written feedback for each application.

AGENDA ITEM: Review/Feedback on Revised Application and Rubric

Expected Outcome	Lead	Follow Up
Consensus on proposed amendments to the TLC application and scoring rubric.	Peter	

Notes:

Peter went through each part of the TLC application and the scoring rubric highlighting the recommended changes made by the Commission members who scored that part. The purpose was to help clarify what they were expecting school districts to address in their application. There was agreement on each of the changes proposed. Amended copies of the application and the rubric will be posted on the TLC page of the DE website.

AGENDA ITEM: Feedback on Selection Process

Expected Outcome	Lead	Follow Up
Consensus on outstanding TLC issues	Ryan	

Notes:

Ryan then went over a number of issues still outstanding related to the selection process. There was agreement to allow school districts that had applied during Phase 1 to “lock-in” a score that was an 8, 9 or 10 from their previous application on the new application for Phase 2. In addition, the Department will continue to encourage school districts to innovate as they develop their plans to use teacher leaders to improve student learning. The specific details of how demographics (e.g. school district size and location) will be considered in the selection process will be decided upon in the fall. Finally, there was also agreement that if school districts scored above the cut score (73) in Phase 2 but were not selected for funding, their application would automatically be approved for funding in year 3 of implementation.

AGENDA ITEM: Review/Feedback on Commission Meeting Schedule

Expected Outcome	Lead	Follow Up
Consensus on 2014-15 CELC meeting schedule.	Ryan	

Notes:

Ryan reviewed the proposed calendar for the Commission meetings in the 2014-15 school year. There was consensus that the December 5 meeting could be possibly done via teleconference or videoconference. There were concerns expressed about the proposed meeting dates in September and October. Peter will follow-up with a Doodle poll to determine which dates work best for the majority of the Commission members. Peter will also send a SurveyMonkey to Commission members to get feedback on the 2013-14 meetings.