

Council on Educator Development

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

Date: Wednesday, September 17, 2014

Time: 10:00 AM - 3:00 PM

Location: Memorial Union Room 3505, Iowa State University, 2229 Lincoln Way, Ames, IA 50011

([MAP](#): There is a parking ramp attached to the east side of Memorial Union - off Lincoln Way.)

Task Force Members:

Tom Buckmiller, Drake University; Dave Versteeg, Montezuma CSD; Michelle Lettington, Waukee CSD; JoAnne Tubbs, Board of Educational Examiners; Thomas Downs, Iowa Association of School Boards; Jon Sheldahl, Great Prairie AEA; Tammy Wawro, Iowa School Education Association; Dan Smith, School Administrators of Iowa; Bev Smith, Urban Eight Network; J.D. Cryer, University of Northern Iowa; Jimmy Casas, Bettendorf CSD; Carol Farver, Newton CSD; Elaine Baughman, Harlan CSD; Joel Illian, Pekin CSD; Derek Schulte, Montezuma CSD; Billy Strickler, Albia CSD; Patty Link, Parent, Robin Trimble-White, Grandview University; Joe Judge, Albia CSD; Patti Roush, Dennison CSD; Herman Quirnbach, State Senator, Ames*; Amy Sinclair, State Senator, Wayne*; Ron Jorgensen, State Representative, Sioux City*; Cindy Winckler, State Representative, Davenport*

*Non-voting member

Prior to Meeting	Outcome:
<p>Read</p> <ul style="list-style-type: none">• CHAPTER 284 TEACHER PERFORMANCE, COMPENSATION, AND CAREER DEVELOPMENT AND CHAPTER 284A BEGINNING ADMINISTRATOR MENTORING PROGRAM	<p>Be prepared to share 1 important piece we should consider in our discussions.</p>

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Intended Outcome	Resources (links, documents, ppt, etc.)	Notes	Facilitator
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<p>10:00 AM - Noon</p> <p>Presenter: Linda Darling-Hammond</p> <p>What advice do you have for a council charged with making recommendations for statewide teacher and administrator evaluation systems?</p>	<p>Copy of PowerPoint will be added.</p>	<p>Dr. Darling-Hammond referred to her book Getting Teacher Evaluation Right.</p> <p>Why is there so much attention to Teacher Evaluation Reform?</p> <p>Why has Teacher Evaluation often been problematic?</p> <ul style="list-style-type: none">● Lack of<ul style="list-style-type: none">○ Clear standards for practice○ Time○ Expertise○ Links to professional development○ Little attention to student learning○ Unwieldy processes for making decisions. <p>How we might make matters even worse?</p> <ul style="list-style-type: none">● Focusing evaluation entirely after entry● Creating systems that focus on ranking individual teachers rather than improving teaching in a collaborative context● Making decisions substantially based on value-added state test scores● Putting all of the weight on school principals <p>Teacher Effectiveness has many components</p> <p>Research finds that student learning gains are related to:</p> <ul style="list-style-type: none">● Strong academic background● quality preparation prior to entry● certification in the field taught● experience (> 3 years)● national board certification	<p>Jon Sheldahl</p>
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In combination, these predict more of the difference in student learning gains than race & parent education combined (Clotfelter, Ladd, & Vigdor, 2008).

Policies should strengthen & equalize these features.

Performance Assessments of Teaching

Teachers and preparation programs learn from performance assessments - videos, lesson plans, student work, and commentary -- showing how a prospective teacher.

Next, build an Integrated System of Ongoing Evaluation

- Standards-based measure of practice
- Evidence of collegial contributions
- Measures of student learning & growth
- Linked by goals, considered in context

Use multiple measures to reflect practice.

- Standards-based observation by experts trained in evaluation and, ideally, the content area
- Curriculum plans, assignments and student work samples
- Evidence of practices that support student learning in and outside of the classroom
 - feedback and extra help to students
 - work with parents
 - work with colleagues to support students
- Feedback from parents and students

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<p>Review current law/our task</p> <ul style="list-style-type: none"> ● What topics from House File 215 has the council adequately covered in year 1? ● What topics from House File 215 still require further study in year 2? <ul style="list-style-type: none"> ○ Qualified Evaluator? ○ Student Outcome Measures? ○ Peer Review? ○ Student & Parent Survey? ○ Other? 	<p>House File 215</p> <p>BLUE HF215 Activity</p> <p>RED HF215 Activity</p>	<p>BLUE/RED Combined Results</p>	
<p>Study and Compare Current Systems</p> <p>Administrator Evaluation System - Current Condition</p> <ul style="list-style-type: none"> ● Leadership standards ● Annual Summative Evaluation ● ILPDP ● Mentoring <p>Teacher Evaluation System - Current Condition</p> <ul style="list-style-type: none"> ● Standards ● ITPDP 	<p>284/A HIGHLIGHT</p> <p>BLUE Comparison Study</p> <p>RED Comparison Study</p>	<p>BLUE/RED Combined Results - Comparison</p>	

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<ul style="list-style-type: none"> • Multi-tiered Systems • Peer Review 			
<p>Discussion: Reflecting on 284</p> <p>Current Teacher & Administrator Evaluation Systems: What is sufficient? What is lacking? How well are the systems aligned?</p>	<p>284/A HIGHLIGHT</p> <p>CHAPTER 284 TEACHER PERFORMANCE, COMPENSATION, AND CAREER DEVELOPMENT AND CHAPTER 284A BEGINNING ADMINISTRATOR MENTORING PROGRAM</p>		
<p>Determine Decision-making Process</p> <ul style="list-style-type: none"> • How will the group make decisions about task completion going forward? 			
<p>Topics for Continued Learning/Next Meeting</p>	<p>HOUSE FILE 215</p>		

Future Meeting Dates

Indicate Availability at <http://doodle.com/i3fea9us9bqx8s3u>

November 7, 2014

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December 19, 2014

January 16, 2015

February 13, 2015

March 13, 2015

April 10, 2015

May 15, 2015

Sub-committee will meet in October/November:

- Joel Illian, Dave Versteeg, Elaine Baughman, Michelle Lettington, Tammy Wawro, Dan Smith, Joe Judge & Jon Sheldahl

Overall charge of the Task Force:

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

Recorder: Jennifer Woodley