

Council on Educator Development

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

Date: Friday, December 19, 2014

Time: 10:00 AM - 3:00 PM

Location: Grimes Building, [400 East 14th St., Des Moines,](#)

[IA 50319](#) - Room B100

Task Force Members:

Co-Chairs: Brad Buck, Director, Iowa Department of Education, Des Moines & Jon Sheldahl, Chief Administrator, Great Prairie AEA, Ottumwa
 Members: Elaine Baughman, Special Education Teacher, Harlan CSD, Harlan; Tom Buckmiller, Professor, Drake University, Des Moines; J.D. Cryer, Field Experience Coordinator, University of Northern Iowa, Cedar Falls; Carol Farver, Principal, Newton CSD, Newton; David Fox, Waverly-Shellrock CSD; Roberta Hass, MFL MarMac CSD; Joel Illian, Special Education Teacher, Pekin CSD, Packwood; Joe Judge, Albia CSD; Michelle Lettington, Executive Director of Curriculum and Professional Learning, Waukee CSD, Waukee; Josie Lewis, Director of Human Resources, Iowa Association of School Boards; Patty Link, Parent Representative and State Director, Students First, Des Moines; Darren Reade, Monticello CSD; Patti Roush, Dennison CSD; Derek Schulte, Business Education Teacher, Montezuma CSD, Montezuma; Billy Strickler, Principal, Albia CSD, Albia; Bev Smith, Human Relations Director, Urban Eight Network, Waterloo; Dan Smith, School Administrators of Iowa; JoAnne Tubbs, Licensure Consultant, Iowa Board of Educational Examiners, Des Moines; Dave Versteeg, Superintendent, Montezuma CSD, Montezuma; Tammy Wawro, President, Iowa School Education Association, Des Moines; Herman Quirmbach, 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:

Intended Outcome	Resources (links, documents, ppt, etc.)	Notes	Facilitator
Welcome & Review Agenda		October 2015 - Initial Recommendations Due	Brad & Jon
Review and discuss the work accomplished at the November 7 meeting <ul style="list-style-type: none"> • 284 & 284A 	Iowa Professional Development Model YELLOW	284.6 #2	Brad & Jon

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	<p>RED</p> <p>BLUE</p> <p>GREEN</p>	<p>#6</p> <ul style="list-style-type: none">• What is the statewide network of professional development for Iowa Teachers? So what does evaluation of component mean?• Process for districts to determine which PD models are approved and who provides - similar to PD Network (Deb Hansen) Does this still exist? Can districts approve their own?• Does this have to do with being authorized to give credit?• Should the Iowa PD Model be referenced specifically?• Layers within Admin Rules. <p>#4</p> <ul style="list-style-type: none">• Keep• DEFINE? Beginning/Career Language "Career Teacher" vs "a Teacher"• Strike/Change/Re-examine: "The evaluator (supervisor) shall consult with the teacher's supervisor (evaluator) on the development of the individual teacher professional development plan."• Change/Re-examine: "The individual plan shall (may) include goals for the individual which are	
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		<p>beyond those required under the attendance center professional development plan developed pursuant to subsection 7.”</p> <p>#5</p> <ul style="list-style-type: none">● Strike/Change/Re-examine: “The teacher’s supervisor and the evaluator shall review, modify, or accept modifications made to the teacher’s individual plan.”● “Shall annually meet” - What does that mean? PLC, sit down, hallway meeting, google doc? <p>#7</p> <ul style="list-style-type: none">● Keep <p>#8</p> <ul style="list-style-type: none">● Change/Re-examine: “Not less than thirty-six hours in the school calendar, held outside of the minimum school day, shall be set aside during nonpreparation time or designated professional development time to allow practitioners to collaborate with each other to deliver educational programs and assess student learning, or to engage in peer review pursuant to section 284.8, subsection 1.”	
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		<ul style="list-style-type: none">• How do you measure whether or not PD is working? Address the Quality of those 36 hrs.• Lack of clarity around the definition <p>#10</p> <ul style="list-style-type: none">• “establish teacher development academies” If funding applicable? <p>284.7</p> <ul style="list-style-type: none">• struck <p>284.8</p> <ul style="list-style-type: none">• Do we need this section?• Intent of initial language - confusing language. Area districts given guidance?• Peer Evaluation still relevant with PLC Coaching Structure?• Scrap #1 & #3• Continue 3 Year Cycle• Where else is 3rd year summative referenced?• Lack of clarity about how Peer group review fits in this section• What is Peer Review a solution for? Remove “Peer Review” or create separate sections?• Keep - Annual review language (Included in 284.6 #5)• Keep - Intensive Assistance piece <p>284.10</p> <p>#1</p>	
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		<ul style="list-style-type: none">• Change/Re-examine Line 1: The department shall establish an evaluator training program to improve the skills of school district evaluators in making employment decisions, making recommendations for licensure, and “moving teachers through a career path as established under this chapter.” Is there a career path?• Quality of Implementation?• Add Mentoring for Administrators?• Talks only about Teacher Evaluation - broaden the scope for various groups (Administrators, etc.)• At Higher Ed, initial training around Iowa Teaching Standards• Skills of Administrators to be able to consistently evaluate teachers - annual update - many states investing in TeachScape• Performance-Based Assessment, Darling-Hammond• Occasionally BOEE gets initial license, who wants to add evaluator license.	
Continue in groups on consensus activity for chapter 284			Brad

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LUNCH			
<p>Begin generating theme ideas via think, pair, share activity</p>	<p>Small Group Themes</p>	<p>Individually list key elements - get with a partner to expand. Large group review and list share. Tie key elements to following statement:</p> <p>Iowa's educator development system should... (similar themes listed)</p> <ul style="list-style-type: none"> ● use Iowa Teaching Standards with rubric growth ● implement with integrity ● offer intensive assistance ● increase student growth ● relevant to all education professionals ● professional development component <p>Use above as filters when reviewing Admin piece.</p>	<p>Jon</p>
<p>Debrief and plan for future work</p>	<p>Improving Teacher Preparation (shared by JD) http://www.ed.gov/teacherprep</p> <p>Student Learning Objectives Resource Library http://www.gtlcenter.org/learning-hub/student-learning-objectives</p>	<p>Council agreed for a sub-committee to meet with Linda Darling-Hammond on behalf of the group when she is in Iowa in January.</p> <p>Linda Darling-Hammond Book - Getting Teacher Evaluation Right, Chapter 5</p>	<p>Brad</p>

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		January Meeting - 284A, Darling-Hammond sub-committee We struggle on the standards to use - Darling-Hammond mentioned a crosswalk between multiple. DE has a bit of this done w/ INTASC, etc.- we could walk through in February.	
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Future Meeting Dates:

2014-15 Council on Educator Development Meeting Dates, 10 AM - 3 PM

- * January 16, 2015 – School Administrators of Iowa
- * February 13, 2015 – Waukee Administration Bldg.
- * March 13, 2015 – School Administrators of Iowa
- * April 10, 2015 – Iowa Department of Education – Room B100
- * May 15, 2015 – School Administrators of Iowa

Google Site (agenda, minutes, location, etc.):

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Planning Meeting Sub-committee:

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

Overall charge of the Task Force:

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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 & Brad Buck

Recorder: Jennifer Woodley