



Commission on Educator Leadership & Compensation

Meeting Notes

Date: April 14, 2015

Time: 10:00 AM to 3:00 PM

Location: Department of Education B100

MEMBERS PRESENT: Mary Jane Cobb, Paul Gausman, Todd Louwagie, Mike Beranek, Donna Huston, Diane Pratt, Kevin Ericson, Dan Smith, Paula Vincent, Molly Boyle, Ray Feuss, Brenda Garcia- Van Auken, Denny Wulf, Jeff Anderson, Mary Jo Hainstock, Victoria Robinson, Patti Fields, Ryan Wise, Lora Rasey, Lisa Bartusek, Jeff Orvis, Georgia Van Gundy

MEMBERS ABSENT: Paul Gausman, Brenda Garcia-Van Auken, Denny Wulf,

STAFF PRESENT: Jay Pennington, Shanlyn Seivert

AGENDA ITEMS:

1. Review of agenda/objectives for the day.
2. Commission members shared what they are hearing out in the field:
 - Patty Fields – A lot of planning and some angst about school funding, but generally excitement about TLC.
 - Donna Huston – Twin Cedars CSD is in the process of TLC planning.
 - Kevin Ericson – Nevada CSD is interviewing for positions. Still hearing questions about TLC, but everyone is positive and excited. Other districts are reaching out to Nevada CSD. People are both excited and anxious.
 - Diane Pratt – Fort Dodge is hiring of full-time coaches and moving forward with the new roles and support from peers.
 - Paula Vincent – Fourteen districts finishing first year of implementation and then thinking about what needs to be adjusted in the future and 15 districts getting ready to implement. Need to focus on professional development opportunities.
 - Molly Boyle – Extremely positive energy around TLC and districts working from a strong foundation. Many qualified applicants for TLC openings in Waukee CSD.
 - Mary Jo Hainstock - Pleased with quality of applicants in Vinton-Shellsburg and identification of training and evaluation tools. Concerns about state support funding.
 - Dan Smith – Very positive roll-out of TLC. Encouraged by what he's seeing and the opportunity for positive impact. Pleased with the leadership and clarity from the Department of Education and other agencies to provide support for implementation and focus on the support of the role of the principal. Elephant in the room is Supplemental State Aid and the concern of starving the regular budget for TLC.

- Mike Beranek – West Des Moines CSD in second year in the process of modifying positions and having staff participate in decisions regarding the plan changes. Very happy; TLC has been a huge help with FAST implementation, though there have been some challenges along the way.
 - Ray Feuss – Positive aspect includes building leadership teams and seeing younger teachers taking on leadership roles. Concerns around funding. Cedar Rapids CSD has had lots of positives with TLC implementation and some obstacles to work through.
 - Mary Jane Cobb – Very interested in the evaluation of TLC. Discussion of TLC took up the majority of the ISEA delegate conference and there were lots of concerns (a big concern was that districts are not backfilling positions).
 - Jeff Anderson – it's been a challenge in Boone CSD to fill all TLC roles. State level funding concerns: TLC wasn't designed to be in place of Supplemental State Aid.
 - Georgia Van Gundy – Spoke to conversations with representatives and property tax issues.
 - Lisa Bartusek - Hearing about good things and challenges. School funding is dominating the conversation. Wants to hear more about implementation and evaluation. Overall feeling positive and pragmatic.
 - Victoria Robinson – Half of principal candidates at the University of Northern Iowa have had exposure to leadership through TLC – building better principals.
 - Jeff Orivs - Twelve good applicants for six positions in Waverly-Shell Rock CSD. Teachers have been involved in selection process.
3. Update on Administrative Support Program with New York City Leadership Academy NYCLA – Hiring eight state level coaches.
 4. Request for Proposal for evaluation system has been released.
 5. TLC consultant position has been posted.
 6. Application timeline for fall. October deadline for cohort 3. Emphasis on asking for best plan to be written for October. December 2nd announcement of scoring. Will have six weeks to score with two-day Department review. Anticipating every district will be applying. Twenty-eight applications pending approval this spring / 165 currently approved / up to 193 approved if all 28 get in. In the fall, there is a potential of 143 to apply, and several will be consortiums. Not competitive, so won't need scenarios. Ryan Wise reminded the commission members to be careful when they score, to make sure they look for frozen scores. Did not set second date for those districts that don't make the minimum score of 73. Will wait and see what district needs are. The question was asked about releasing applications as they are submitted. We can open grant site prior to September. VOTE approval of October 16 deadline and December announcement, with process in place for those who don't make minimum score of 73. ACTION ITEM: Unanimous.

7. Spring discussion. Reviewed decisions that were made last go-around. It was agreed to leave application and rubric largely the same. Scoring pairs reviewed rubrics and looked for clarifications or thoughts that might be helpful to the field. Goal of activity (1) to refresh memory of what looking (2) any updates you would like to make (3) highlights for districts.
8. Jay Pennington joined Ryan Wise presented on legislation on Supplemental Assistance to High Needs Schools. This was a lever to attract teachers to high-needs schools. Legislature broadened and clarified what schools would qualify. These are the factors to be considered when identifying schools:
 - Socioeconomic status
 - English Language Learners percent
 - Student academic growth
 - Certified instructional staff attrition
 - Geographic balance

Appropriate uses of funding:

- Extended learning time program
- Hiring instructional support staff
- Professional development
- Supplement salary of teachers.

\$10 million dollars each year was the intent. Was not funded in FY 14 or in FY 15. Clear signals that the intent is there to be funded FY 16. The commission is to look at the use and effectiveness of funds. This legislation is linked to this commission because of the original tie to teacher compensation/teacher salaries for high-needs schools. Wise and Pennington shared how schools will be selected and shared data. Commission discussed possible weightings and selection processes.

9. Evaluation process for TLC. Discussed four parts to the process: (1) Beds Survey/related to teacher role opportunities; (2) Plan Changes Tracker/are they implementing their plans and how are they changing them-discussed posting them publicly; (3) Year End Report/ making modifications based on commission input/assurances will be on end of year report/highlight on student achievement/ clear that this is not a plan change, changes must be submitted/ antidotal data/ tied tightly to Part 8 to hold districts accountable; and (4) RFP for external data and support/Wise reviewed the measures of the system including the five pillars and a specific data sets. The external vendor will provide capacity and support the work. The commission shared their insights on the process/RFP.
10. Asked to follow same meeting dates as last year. The next meeting is scheduled for June 16, 2015.

Possible meeting dates:

- September 23, 2015

- October 20, 2015
- December 11, 2015
- March 9, 2016
- April 13, 2016
- June 14, 2016