

#29



COMPLETE

Collector: Web Link 1 (Web Link)

Started: Monday, June 08, 2015 1:03:00 PM

Last Modified: Wednesday, September 02, 2015 1:04:51 PM

Time Spent: Over a month

IP Address: 209.152.111.1

PAGE 2

Q1: 1a. TLC Local Plan Measure (1)

Enhanced career opportunities for teachers

Q2: 1b. To what extent has this measure been met?

(no label)

Mostly Met

Q3: 1c. Description of Results (1) (limited to 3000 characters)

We have 14 teachers serving in TL positions. all went to Jim Knight training in summer and those that had not completed have now completed AIW local coaches cohort, TLs receive stipends based on TLC budget, feedback from staff has been positive that TLs have supported them through PD and individual coaching. 9/1/15: We have 14 teachers serving in Teacher Leader roles. They all have extended contract days to allow for additional training and stipends to compensate them for their time and efforts. 21/23 elementary teachers responded that they either agree or strongly agree that teacher leaders have been personally helpful to them. 16/17 secondary teachers agreed or strongly agreed to the same. Some comments from the survey include: I have appreciated seeing the group as a whole give a sense of leadership to the staff. I think this has been well received in terms of feeling comfortable in implementing new ideas and strategies in the classroom. I think before we had teacher leaders I just went to someone on my grade level team for help or advice, but this year I was more willing to seek out other individuals and because of this I gained new perspectives and feedback from the teacher leaders.

PAGE 3

Q4: 2a. TLC Local Plan Measure (2)

Ongoing feedback and meaningful support for all career teachers and mentees

Q5: 2b. To what extent has this measure been met?

(no label)

Somewhat Met

Impact of TLC Plan

Q6: 2c. Description of Results (2) (limited to 3000 characters)

Survey of teachers resulted in positive feedback surrounding ongoing feedback and meaningful support. Survey specifically for new teachers has yet to be developed. 9/1/15: 23/23 elementary teachers agree or strongly agree that teacher leaders do their best to positively influence student learning at Panorama. 15/17 secondary teachers agree or strongly agree that the TLC team has had a positive impact on me as a teacher and my students. Some comments from the survey include: Making sure that the professional development that we have had this year has been meaningful to me as a teacher. I feel that the TL team has listened to what teachers are struggling with developmentally and have supplied arrangements to improve those struggling areas. The data that I received through observations have helped me identify and improve areas of weakness in my classroom management.

PAGE 4

Q7: 3a. TLC Local Plan Measure (3)

Teacher Retention

Q8: 3b. To what extent has this measure been met?

(no label)

Mostly Met

Q9: 3c. Description of Results (3)(limited to 3000 characters)

To date, district has retained 59 of 60 teachers. One teacher resigned to accept position in district where her children attend school and a teacher who had received a RIF notice used her recall rights to fill that position. 9/1/15: Teachers new to the district 2015-16 - 3, 2014-15 - 11, 2013-14 - 7 new teachers to the district.

PAGE 5

Q10: 4a. TLC Local Plan Measure (4)

Implementation of teachers' training components of PD plan

Q11: 4b. To what extent has this measure been met?

(no label)

Somewhat Met

Q12: 4c. Description of Results (4)(limited to 3000 characters)

Survey of teachers resulted in overwhelmingly positive comments around PD this year. Use of Woodruff Instructional Scale has not been fully implemented this year and will be a focus for next year.

PAGE 6

Impact of TLC Plan

Q13: 5a. TLC Local Plan Measure (5)

Student achievement in reading, math and science

Q14: 5b. To what extent has this measure been met?

(no label)

Somewhat Met

Q15: 5c. Description of Results (5)(limited to 3000 characters)

In grades 3-11, Iowa Assessments results showed 77.9% proficient which is down from last year, when we had 81.5% proficient. Percent proficient on the Iowa Assessments mathematics test this year showed 81.2% proficient in grades 3-11, which is up from 79.9% proficient last year. On the science subtest on Iowa Assessments, our students scored 80.5% proficient which is down from the 83.2% proficient last year. 9/1/15: We did not have our AYP/SINA status at the time that the report needed to be completed. 2013-14 we had met safe harbor at all levels in reading and at the HS and elementary levels in math. We had missed AYP in math at the MS. 2014-15 we missed AYP at all levels in reading and at all levels in math except MS which met safe harbor. We will continue to monitor these results and would expect to see our TL system positively impact those outcomes. We are working to leverage our TLs to improve student achievement. Last year we worked to make sure our relationships were on solid ground and this year our focus is on working with every teacher individually to improve their practice. We anticipate that by being intentional about working to make improvements with all teachers that we would affect these scores in a positive way.

PAGE 7

Q16: 6. Based on the results of your data analysis, what adjustments might you consider TLC implementation. (Please note this is not an official plan change).

Deepen implementation of TLC plan including using Woodruff Instructional Coaching Scale, develop more surveys to give us more specific feedback, tweaking focus for pd based on feedback from teachers and TLs helping to plan specific structures to help with this implementation

Q17: 7. Please share anecdotal evidence/stories that demonstrate how the implementation of TLC as impacted your school improvement plan in your district.

Teachers are reaching out to coaches, teachers feel supported in their IPDPs and in deepening their implementation of Iowa Core and AIW, more evidence of teachers implementing ideas and strategies from pd into classroom practice

Impact of TLC Plan

Q18: Please check each of the following boxes, indicating your agreement to continue to meet these requirements:

Minimum Salary – The school district will have a minimum salary of \$33,500 for all full-time teachers.

Selection Committee – The selection process for teacher leadership roles will include a selection committee that includes teachers and administrators who shall accept and review applications for assignment or reassignment to a teacher leadership role and shall make recommendations regarding the applications to the superintendent of the school district.

Teacher Leader Percentage – The district will demonstrate a good-faith effort to attain participation by 25 percent of the teacher workforce in teacher leadership roles beyond the initial and career teacher levels.

Teacher Compensation – A teacher employed in a school district shall not receive less compensation in that district than the teacher received in the school year preceding implementation of the district's TLC plan.

Applicability – The framework or comparable system shall be applicable to teachers in every attendance center operated by the school district.

PAGE 8

Q19: Name of School District:	Panorama CSD
Q20: Name of Superintendent	Kathy Elliott
Q21: Person Completing this Report	Mary Breyfogle
Q22: Date of Submission	6-18-2015
