

Career Ladder/Tiered Licensure Committee

April 7, 2014

Meeting Notes

Members present: Rod Lewis, Chair; Linda Clark, Co-Chair; Penny Cyr, Christina Linder, Senator John Goedde, Superintendent Tom Luna, Representative Wendy Horman, Rod Gramer, Representative Lance Clow, Wayne Freedman, Rob Winslow, Geoffrey Thomas and Misty Swanson for Karen Echeverria.

Members not present: Zach Wesley, Paula Conley and Brian Smith.

Co-Chairman Rod Lewis reviewed the committee's charter, and reminded the members that their task is to implement the Governor's Task Force Recommendations, not redo them.

Administrative matters were discussed: Proxy's are allowable, although the chairs would prefer to have members present. Findings and recommendations of the committee will be by majority rule, however consensus is preferred. The committee should strive to bring everyone together as much as possible.

The group discussed the legislative rule review process and its timing implications.

The group discussed the State Department of Education Technical Advisory Committee for Education (TAC) versus this committee.

Linda Clark reviewed the Task Force recommendations. In regard to career ladder, she sees it as a staggered implementation over a number of years.

Funding based on Average Daily Attendance is not working. An enrollment model would be better, and funding should follow the students. Many recommendations are interrelated, and the Structure and Governance Committee will also be looking at funding models.

Geoffrey Thomas expressed the need to move on. He sees real concerns in recruiting and retaining teachers. Too many teachers are hired, stay for one year and then move on.

Senator Goedde cautioned that any funding system that is created must not be easily gamed.

Linda Clark said that the Southern Idaho Conference of Superintendents (SICS) feels that the salary schedule career model presented by the State Department of Education would be competitive. Current training is a major step in the right direction. She felt that much was to be learned from efforts in New Mexico and suggested that the committee pose questions to them on areas such as the “Lake Woebegone” effect.

Penny Cyr, representing the Idaho Education Association (IEA) said her organization does not want models that are based on money or that set caps for how many teachers can reach master tier. Master tier should be based on teachers’ abilities. A career ladder needs to focus on helping teachers afford to stay in the classroom.

Linda Clark said that she did look at forced models, and they are very hard to administer. All current teachers would be in the middle tier and when their renewal time came up, they could apply to the next tier. One measure might be to look at multiple endorsements, etc. The committee would need to identify what sections of code and administrative rule needed to be changed to address tiered licensure.

Senator Goedde raised the issue of teachers in the upper tier not doing the same work or performing leadership roles. In that instance, they should move back down from mastery to professional. Rod Gramer thought a great deal of tension would be created if the tiers were only evaluation-based, and that they would be subject to gaming.

Paula Kellerer, Network for Transforming Teacher Preparation (NTEP), gave a presentation on Tiered Licensure and Career Ladders. Her presentation is attached. References are to the Charlotte Danielson Framework for Teaching and the Institute for Higher Education (IHE).

Geoffrey Thomas noted that Teachscape is proprietary to the Danielson Framework and would like to see competition in vendors. However, Teachscape is currently the only assessment that has been validated.

Superintendent Tom Luna and Christina Linder also gave a presentation on Tiered Licensure. Christina Linder provided the historical background prior to receipt of the NTEP Grant, and Superintendent Luna described focus areas since receipt of the NTEP Grant and work done by the Technical Advisory Committee (TAC).

The committee recognized that it is still possible to have interim licensure that would give alternative routes to out of state or returning teachers so that they would have the opportunity to show that they meet the minimum standards for professional license.

A discussion ensued concerning a two-tier versus a three-tier model. Senator Ward-Engelking said that she would rather see only two tiers, and the third tier would be taken care of by leadership premiums.

Linda Clark said leadership compensation could be available for Tier Two and Tier Three teachers. She felt the recommendation was clear that there be three tiers, although Penny Cyr felt that the recommendation did not mandate three tiers. Senator Goedde expressed concern that teachers may be eligible for awards based on duties that they may only perform for one year if the third tier is based on job assignments. Representative Clow did not feel that leadership awards should necessarily be based on a third tier, but that a third tier should be based on mastery even if a teacher only wants to stay in the classroom. Other measures could include national board certification or multiple endorsements.

The Danielson model might provide a framework for understanding a master teacher by looking at the grade level of “4” in the 22 evaluation items.

The committee agreed that they needed to put together a list of components for licensure decisions.

The next meeting will include presentations on career ladder funding, mentoring, New Mexico lessons learned, TAC tiered licensure recommendations on a tier by tier basis, and NTEP recommendations progress. A funding presentation from Paul Headlee and Jason Hancock was also suggested.

Next meeting: April 30, 2014