

PRACTITIONER GROUP

Sherry Adams, Principal (Melba)

Brian Smith, Teacher (Sandpoint)

Wendy Johnson, Supt. (Kuna)

Mike Friend, HR Director (Middleton)

Tracey Bent, OSBE

Linda Clark, Chair

▶ Teachers

- ▶ Cindy Wilson
- ▶ Peggy Hoy
- ▶ Christine Vilford
- ▶ Debbie Olson
- ▶ Kari Overall

INVITED

- ▶ DANIELSON MODEL WAS DESIGNED AS A GROWTH TOOL
- ▶ ADMINISTRATORS ARE BEING TRAINED IN ITS TENETS
- ▶ C. DANIELSON CONSIDERS BASIC, PROFICIENT, DISTINGUISHED AS “MEETS STANDARDS”
 - ▶ Emphasizes that good teachers will “have some areas for improvement, live in proficient, and visit distinguished”
- ▶ Under the proposed tiered licensure system, all teachers will be required to have annual improvement plans (IPLP)
- ▶ All annual evaluations require formal observations by a minimum of two trained evaluators

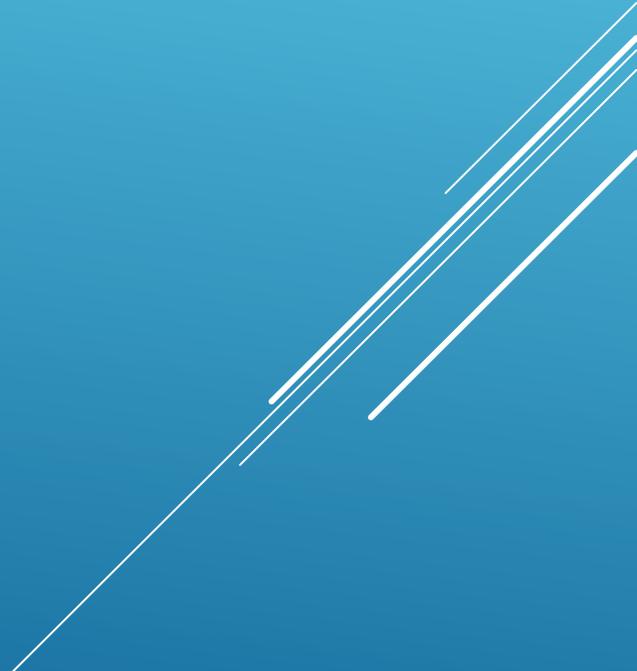
CONCEPTS

- ▶ Looked at the 22 required areas of Danielson
 - ▶ Areas that should have more weight
 - ▶ The model is soundly researched and widely used
 - ▶ Potential areas for “meets/not met” (yes/no”)
 - ▶ Variety of teaching responsibilities make this difficult (i.e. PTE courses)
- ▶ Considered other elements that might be considered
- ▶ Consensus that the task is to define PROFICIENCY for movement on Tiered Licensure Model

THE WORK

- ▶ Teachers come from the universities with “Basic” proficiency in all 22 Danielson elements
- ▶ Recommend Committee reconsider making it a true “residency”
 - ▶ Three years maximum
 - ▶ No additional time for those who do not reach proficiency requirement

“RESIDENCY” OR NOVICE TIER

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- ▶ Definition of Proficient to move to Professional License (2 of 3 years, including year 3)
 - ▶ Must have 16 or more of Danielson elements marked as Proficient or higher
 - ▶ No more than 6 elements marked as Basic
 - ▶ No more than 2 elements marked as Basic in any domain
 - ▶ No elements marked as Unsatisfactory

INITIAL MOVE FROM NOVICE TO PROFESSIONAL LICENSE

- ▶ Definition of Proficiency to re-certify on Professional Tier
 - ▶ Must have 18 or more Danielson elements marked as Proficient
 - ▶ No more than 4 elements marked as Basic
 - ▶ No more than 2 elements marked as Basic in any domain
 - ▶ No elements marked as Unsatisfactory
- ▶ Consequences of Failing to Demonstrate Proficiency
 - ▶ Renewal of Certificate with QUALIFIER(S)
 - ▶ Can be removed when requirements are met
- ▶ Process can be appealed to PSC

RE-LICENSURE ON PROFESSIONAL TIER

- ▶ MINIMUM TO MOVE TO MASTER TIER IS 8 YEARS
 - ▶ 3 YEARS ON NOVICE TIER
 - ▶ 5 YEARS ON PROFESSIONAL TIER
- ▶ REQUIREMENTS FROM TAC ADOPTED BY COMMITTEE PLUS
 - ▶ PERFORMANCE ELEMENTS (3 of 5 years, including the 5th year)
 - ▶ NO elements marked as basic
 - ▶ PERFORMANCE ELEMENTS (Last 5 years)
 - ▶ No District Performance Improvement Plan or Probation
 - ▶ No QUALIFIER on certificate

MOVE FROM PROFESSIONAL TO
MASTER TEACHER TIER