Task Force for Improving Education
Effective Teachers and Leaders

Committee members present: Karen Echeverria, Janie Ward-Engelking. Ryan Kerby (proxy for Phyllis Nichols), Mary Ann Ranells, Penni Cyr, Brian Smith, John Goedde, Katie Pemberton, Steve Higgins, Mary Huff.

The group determined that it is important to more specifically define the outcomes listed by the task force in support of the main Goal. Each of the outcomes need to qualified more by adding benchmarks. Where are we now and where do we want to be? Under "increase course attainment" the group suggested that to maybe look at the individual opportunities – i.e. dual credit, Advanced Placement, Tech Prep and international Baccalaureate (increase advanced learning opportunities)

The focus group then decided to take each of the strategies listed on the work sheet and determine whether to keep them, change them and/or add to them. The following is a list of those changes and/or additions. The starred items are areas where the group would like to see some additional information.

Strategy #7 was moved to the #1 slot and two items were added to it

#1 - Use the framework of professional learning communities with an emphasis on collaboration

Increase ownership authority and ability to manage with increased accountability and flexibility (added from administrator effectiveness)

Increase collaboration sharing and collaboration *(added from administrator effectiveness)*

Encourage shared decision making at school and district level and board level

More time for job imbedded collaboration to achieve SMART goals *(added)*

Professional learning groups: refer to "Learning Forward – Standards for Professional Learning" for guide to effective PLGs *(added)*

#2 – Improve Administrator Effectiveness   *changed from 'training and preparation of administrators'*

✱*Focus group would like data regarding administrator mentoring program and effectiveness*

✱*Webinar from SDE on the new Administrator Evaluation Rules*

#3 – Improve School Board Effectiveness

State-level requirement for Board members to get training to evaluate superintendents *(added) John will follow up with AG's office regarding legality of placing a requirement on those elected*

Encourage shared decision making at all levels including school and district *(added)*

#4 – Improve Teacher Effectiveness

Formative, interim, summative – *(added to)* Increase use, availability, ability to interpret and use data

Danielson Framework is an example *(added to infer Danielson is one of several evaluation systems that can work – they just need to be aligned with the teaching standards) (added)*

The ability to connect with and utilize ISEE data through management systems like Schoolnet and Milepost need to be better refined so the districts can actually use them. *(added)*

✴*Webinar from SDE on new Teacher Evaluation Rules*

Require peer reviews as part of collaborative feedback *(added)*

Require parent feedback for all grades and student feedback for middle school and higher *(added)*

Provide (bring back) state funding for a structured mentoring program *(added)*

Continually improve teacher ed programs

✴Regarding more effective teacher training the focus group will get an update on work from deans of education

#5 – Recruit and Retain Quality Teachers and Administrators

Bring back the loan forgiveness program *(added)*

Ensure benefits – health programs (statewide program) and PERSI *(added)*

Continue professional development funding in out years to ensure continuous work on common core as well as other professional development programs *(added)*

✴Report - update on professional development funding and flexibility for teacher days

✴Information on compensation models with data on student achievement and recruitment and retention

It was noted that there is a great need for Speech Language Pathologists in the state and only ISU has a program

Number 1 priority - #6 – Align and Implement the Common Core State Standards and Smarter Balanced Assessment

Sustain of the professional development dollars (also in #5) *(added)*

Encourage regional collaboration *(added)*

<u>Questions for forums</u>

What would you do for a school that is identified as continuously low performing?