



Educator Pipeline Subcommittee

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Supporting Schools and Students to Achieve

SHERRI YBARRA, ED.S., SUPERINTENDENT OF PUBLIC INSTRUCTION

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Idaho State Department of Education



Mastery Based System



- 19 incubators (32 schools)
- Additional 40 working on applications to join the network
- 2 State-wide meetings (June and October)
- 2 Regional Meetings in all six regions
- Online courses
- Virtual Support Sessions



Idaho Content Standards – Math



- Idaho Coaching Network – Math Coaches
- Idaho’s Regional Mathematics Centers provide regional, district and school-specific support in math education
 - Tier One: Opportunities for teachers to learn new content/pedagogies (development of specialized content knowledge for teaching student-centered mathematics)
 - Tier Two: Tier one support along with one or more opportunities to implement related student-centered instruction
 - Tier Three: Tier one support along with sustained and supported cycles of planning, implementation, and reflection that focuses on student-centered mathematics
- MoDAL – secondary math support
- K-2 iReady diagnostic system (optional)
- Imagine Math intervention tool (optional)



Idaho Coaching Network – ELA Coaches

Focus on foundational reading skills K-3

- Support for early learning
- Teacher training to be reading specialists
- Intervention to support students
- Transition to new Idaho Reading Indicator (IRI)

Implementation of new IRI

6 regional trainings – September-October

- Focused on school and district staff supporting teachers.

10 webinars – August-May

- Focused on teachers – to improve assessment and data literacy
- 1 hour modules available for credit.
- Topics include how to understand and analyze data and communicate results to parents and how to connect data to teaching strategies to improve student outcomes.

Advanced Opportunities (AO)



- Ongoing technical assistance and training for administrators and AO coordinators throughout the state
- Idaho Advanced Opportunities Conference each fall
- Portal updates and training for AO Coordinators
- GEAR UP and AO staff sat in on all of the SBOE's Guided Pathways subcommittee to provide feedback and field questions
- SDE staff present at school events and parent nights about the AO program
- SDE staff meets with all dual credit programs in Idaho at least once per year to discuss changes and provide training

State's Accountability Structure



Enhanced resources on SDE website

<http://www.sde.idaho.gov/assessment/accountability/>

- Data and reports (ISAT, IRI, SAT, Graduation Rate)
- Improvement Planning Toolkit
- Monthly webinars
- Newsletters
- Training on data analysis and administration

State report card www.idahoschools.org – new enhancements coming in August including legislative district overlay, enhanced search features, parent and staff engagement survey results, financial data (January 2020)

New Reporting Tools <https://public.tableau.com/profile/idaho.assessment#!/>

Smarter Ready Site to provide parents and teachers with resources on assessment results and content standards.

Empower Autonomy by Removing Constraints



Simplified Data Reporting

- Reduced the number of elements & frequency of collection
- Improved stakeholder feedback mechanisms
- Improved governance structure
- Created standalone applications (i.e. Advanced Ops)

ISEE Technical Advisory Committee (Ongoing)

Red Tape Committee (Recommendations in Progress)



High-speed Bandwidth & Wireless Infrastructure

SDE's broadband program team supports districts by providing support and funding to procure and implement quality broadband at the local level (both Internet and WAN)

- Training and technical assistance for district staff on procurement, including one-to-one support by phone, email, onsite and through regional meetings
- Security guidance and support (in process of being developed with IETA)
- E-rate Guidance including one-on-one support, regional trainings
- Reimbursement review for E-rate filings
- BIIIG grant administration to build fiber or equivalent for districts with no access to quality broadband

SDE no longer provides a statewide wireless network for LEAs. Rather, they are eligible to utilize classroom technology funding to maintain their infrastructure.

Educator and Student Technology Devices



- The current \$36.5 million appropriation is distributed to districts to provide the necessary funding to procure and maintain a technology infrastructure and the devices to access it.
- This funding has a requirement that districts must implement an Instructional Management System (IMS) to be in compliance.
- SDE does not mandate what IMS districts may implement, nor does it put restrictions on what devices they use.

Original 2013 Recommendation

The career ladder will provide increased funding for teacher compensation to districts over a 5 year period as follows:

- \$40,000 for beginning teachers (up from the current \$31,750)
- \$47,000 to \$51,000 for teachers who hold a professional certificate
- \$54,000 to \$58,000 for teachers who qualify for the master level of the ladder (up from the current maximum of \$47,000)

The ladder included additional compensation for teachers who achieve higher levels of education

- \$2,000 for a bachelor's +24
- \$3,500 for a master's
- \$6,000 for a doctorate

What 2015 Legislation Enacted

Multi-year implementation to reach:

- \$37,000 for beginning teachers at the residency level (up from the current \$31,750)
- \$42,500 to \$53,500 for teachers with professional endorsement
- \$4,000 premium for teachers who meet master teacher criteria

Provided additional compensation for teachers with higher levels of education

- \$2,000 for a bachelor's degree + 24 credits
- \$3,500 for a master's degree

Premiums for leadership roles

Career Ladder



Years	BA	BA + 12	BA + 24	MA BA + 36	MA + 12 BA + 48	MA + 24 BA + 60	MA + 36 PhD
0	\$23,354	\$24,230	\$25,138	\$26,081	\$27,059	\$28,074	\$29,127
1	\$24,230	\$25,138	\$26,081	\$27,059	\$28,074	\$29,127	\$30,219
2	\$25,138	\$26,081	\$27,059	\$28,074	\$29,127	\$30,219	\$31,352
3	\$26,081	\$27,059	\$28,074	\$29,127	\$30,219	\$31,352	\$32,528
4	\$27,059	\$28,074	\$29,127	\$30,219	\$31,352	\$32,528	\$33,748
5	\$28,074	\$29,127	\$30,219	\$31,352	\$32,528	\$33,748	\$35,013
6	\$29,127	\$30,219	\$31,352	\$32,528	\$33,748	\$35,013	\$36,326
7	\$30,219	\$31,352	\$32,528	\$33,748	\$35,013	\$36,326	\$37,688
8	\$31,352	\$32,528	\$33,748	\$35,013	\$36,326	\$37,688	\$39,102
9	\$32,528	\$33,748	\$35,013	\$36,326	\$37,688	\$39,102	\$40,568
10	\$32,528	\$35,013	\$36,326	\$37,688	\$39,102	\$40,568	\$42,089
11	\$32,528	\$35,013	\$36,326	\$37,688	\$40,568	\$42,089	\$43,668
12	\$32,528	\$35,013	\$36,326	\$37,688	\$40,568	\$43,668	\$45,305
13+	\$32,528	\$35,013	\$36,326	\$37,688	\$40,568	\$43,668	\$47,004

Leadership Premiums \$18.4 million FY'20



May be granted for the following purposes:

- (a) Teaching a course in which students earn both high school and college credit;
- (b) Teaching a course to middle school students in which the students earn both middle school and high school credit;
- (c) Holding and providing service in multiple non-administrative certificate or subject endorsement areas;
- (d) Serving in an instructional or pupil service position designated as hard to fill by the board of trustees;
- (e) Serving or being hired to serve in a hard to fill instructional position in a career technical education program;
- (f) Providing mentoring, peer assistance or professional development pursuant to sections 33-512(17), Idaho Code;
- (g) Having received professional development in career and academic counseling for students, and then providing career or academic counseling for students, with such services incorporated within or provided in addition to the teacher's regular classroom instructional or pupil services duties;
- (h) Other leadership duties designated by the board of trustees, exclusive of duties related to student activities or athletics. Such duties shall require that the employee work additional time is a condition of the receipt of leadership premium.

Mentoring



Currently funded through Leadership Premiums – based on the report created by the SDE for the 2017-2018 school year, 41% of the leadership dollars were used to provide a premium for teachers acting as mentors.

Local districts have flexibility to establish mentoring programs that best meet their needs.

33-1201A. IDAHO PROFESSIONAL ENDORSEMENT — ELIGIBILITY. (1) Any instructional staff employee or any pupil service staff **will** receive mentoring as outlined in such employee’s individualized professional learning plan during the initial three (3) years of holding such certificate.

Professional Development



- \$8.4 million appropriated for ongoing, job-embedded PD determined at the local level
- Federal Programs Conference (every other year)
- New Federal Programs Directors' Conference (every year)
- Special Ed – monthly directors' webinar
- Special Ed data workshops
- GEAR UP Conference and trainings
- Annual Prevention Conference
- ISEE Roadshow
- i-STEM Academies

Training and Development for Administrators & School Boards



- Principal Network and Principal Mentoring Project
- Superintendent Network
- Assessment administration training – annually
- Assessment data training – at the request of districts
- General data literacy imbedded in all training
- Use of assessment results to inform instruction – specific to each assessment
- School board training on data & accountability tied to continuous improvement

Additional Recruitment and Retention Efforts



- Survey created by Educator Equity group
- Teacher Leader Endorsements
- State Agency for Higher Education (SAHE) Grant
 - BSU, NNU, CSI, ISU, BYU-I and U of I
 - Provided a one-year induction program (17-18 school year) which included workshops and observations for new teachers, regardless of how and where they were prepared.
 - Three regions: Southwest, Central, Southeast
- Career Fairs
 - Certification & Professional Standards Department provided two career fairs in Coeur d'Alene (Regions I&II), one in Region Nampa (Region III), one in Twin Falls (Region IV), and one in Blackfoot (Region V&VI) during in 2018-2019

Questions



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