

NEVADA TEACHERS AND LEADERS COUNCIL (TLC)

MEETING MINUTES

May 21, 2012
Hyatt Place
Meeting Place 1 & 2
1790 East Plumb Lane
Reno, Nevada

COUNCIL MEMBERS PRESENT:

Pamela Salazar, Chair
Barbara Surritte-Barker, Vice Chair
Linda Archambault, Member
Christine Cheney, Member
Kathleen Galland-Collins, Member
Theresa Crowley, Member
Rorie Fitzpatrick, Member
Sharla Hales, Member
Robert McCord, Member
Theo McCormick, Member
Dale Norton, Member
Mary Peterson, Member
Theodore Small, Member
Kimberly Tate, Member

COUNCIL MEMBER ABSENT:

Heath Morrison, Member

DEPARTMENT STAFF PRESENT:

Laurie Thake, Administrative Assistant
Leslie James, Title IIA Education Programs Professional

INVITED GUESTS:

Sujie Shin	Senior Manager, Assessment and Standards Development at WestEd
Lynn Holdheide	Consultant, Vanderbilt University
Judy Osgood	Nevada Governor's Office

AUDIENCE IN ATTENDANCE:

Tami Berg	Nevada PTA
Pepper Sturm	Legislative Counsel Bureau

CALL TO ORDER; ROLL CALL; PLEDGE OF ALLEGIANCE

Chair Salazar called the meeting to order at 2:25 P.M., with attendance reflected above. It was determined that a quorum was present.

Chair Salazar led the pledge of allegiance.

PUBLIC COMMENT

There was no public comment.

APPROVAL OF A FLEXIBLE AGENDA

MOTION: Member McCord moved for a flexible agenda. Member Norton seconded. The motion passed unanimously.

APPROVAL OF APRIL 16, 2012 AND MAY 7, 2012 MINUTES

This item was tabled until the next meeting. Chair Salazar stated that an Action Report and any amendments made to the *White Paper* or the Framework be outlined so that TLC Members can see what has changed.

REVIEW OF PROPOSED TIMELINE FOR 2012 TEACHERS AND LEADERS COUNCIL DELIVERABLES INCLUDING ANTICIPATED PRESENTATION OF RECOMMENDATION TO THE STATE BOARD OF EDUCATION ON JUNE 1, 2012 AND DECEMBER 6-7, 2012

Chair Salazar and Member Fitzpatrick made a presentation to the Legislative Committee on Education (LCE) on May 9, 2012 and will be presenting to the Nevada State Board of Education on June 1, 2012. Member Fitzpatrick reviewed the information presented during the LCE meeting. It was reiterated the TLC was charged, by the Nevada Legislature, to develop an aligned system which includes various measures and practices, as well as strategies for family engagement.

They discussed the current timelines and the possible need to amend the timelines to allow for piloting the evaluation system and a phased-in implementation. The guiding beliefs and four goals of the TLC were shared. They stated the need to develop a system which encourages good teachers to remain in the classroom and teach. There was also a discussion related to student achievement data and the areas of non-tested grades and subjects.

Concerns related to the data collection system were discussed. The System of Accountability Information for Nevada (SAIN) system might be too narrow to achieve the goals outlined. Concerns were also expressed regarding the legal defensibility and ethical obligations. The goal is to build a robust system which is defensible over time and is the best use of the available resources. Members discussed current district capabilities to expand the data collection system and how that data could shape teacher effectiveness and performance. The new system will have a phased-in implementation.

Member Fitzpatrick reported the LCE was appreciative of the work the TLC was doing and noted how hard the work was. The LCE was respectful of the implementation timeline and the issues with non-tested grades and subjects. There was discussion of possible enhancements to the SAIN system, or to possibly broaden the statute to include the use of student achievement data not currently contained in SAIN.

Ms. Osgood stated she and Tabitha Grossman provided a broad overview of the National Governor's Association Grant, which would be used to assist with the work on the statewide evaluation system. They discussed where Nevada stands in relation to other states in this process, and it was noted no state had developed the perfect system yet. It was emphasized this process will take time to get right. The presentation was well received by the LCE and they were appreciative of the work completed to date.

ACTION: The TLC Members requested a copy of the power point presented to the LCE.

REVIEW UPDATED NEVADA TLC TEACHER EVALUATION FRAMEWORK AND TERMINOLOGY

Chair Salazar stated the Joint Task Force recommended amending the term "growth" in the Teacher Evaluation Framework to "student growth" as a means of differentiating from other types of growth measures since achievement can be measured in a lot of ways.

MOTION: Member Crowley moved to approve the amended Teacher Evaluation Framework term "growth" to "student growth". Member Small seconded. Member Peterson stated for the record, "We need to be really adamant that there should be research on how valid and reliable these growth measures are because we know there is a question about validity and reliability at the school level. There is bound to be more questions at the teacher level." Member Peterson stated she conducted a study to calculate growth scores at the school level to determine the reliability and validity of those scores from one year to the next. As you would expect, the reliability and validity goes up significantly if you average three to four years of data. The hope is the message to the LCE was that it is important to measure growth over time to increase reliability and validity.

Chair Salazar called for a vote on the motion. The motion passed.

UPDATE FROM THE MODELS AND INDICATORS/MEASURES JOINT TASK FORCES: PROPOSE, REVIEW, AND DISCUSS THE OVERALL STRUCTURE OF THE NEVADA TEACHER AND ADMINISTRATOR EVALUATION FRAMEWORKS, INCLUDING THE RELATIVE WEIGHTING OF THE DOMAINS AND CATEGORIES FOR ASSESSING TEACHER AND ADMINISTRATOR PERFORMANCE AS WELL AS THE IMPLICATIONS FOR FUTURE DEVELOPMENT CONSIDERATIONS

Chair Salazar reviewed the proposed overall Administrator Evaluation Framework. Members discussed the type of leadership needed to improve schools and student learning. Chair Salazar stated the guiding principle: Principals need to enable teachers to enable students to learn.

The Indicators/Measures and Models Joint Task Force recommended approval of the following Administrator Evaluation Framework:

- Two domains within the Administrator Evaluation Framework:
 - 1) Educational Practice
 - 2) School Performance
- Two categories of High Leverage Principles under the Educational Practice domain:
 - 1) Instructional Leadership
 - 2) School Leadership
- High Leverage Principles under the Instructional Leadership domain:
 - 1) Leadership for Results;
 - 2) Vision/Culture/Clear & High Expectations;
 - 3) Leading the Instructional Framework that aligns curriculum, instruction and assessment;
 - 4) Build Teacher Capacity and Effectiveness (professional development that is differentiated and sustained); and
 - 5) Collaboration/Collective Inquiry.
- High Leverage Principles under School Leadership domain:
 - 1) Family Engagement;
 - 2) Community Advocacy;
 - 3) Strategic Management;
 - 4) Reflection of professional growth and practice;
 - 5) Professional Obligations (legal responsibilities; ethical practice, district/state/federal requirements and other position-tied responsibilities); and
 - 6) School Climate.

- One category under the School Performance domain:
School Outcomes
- Under School Outcomes:
 - 1) Grade-level or subject-based benchmarks/thresholds;
 - 2) Reducing gap;
 - 3) Proficiency;
 - 4) Aggregated student growth;
 - 5) Stakeholder engagement; and
 - 6) State group growth model check.

The TLC reviewed the proposal from the Joint Task Force and held discussion. The following question was discussed: What is important to measure for principals?

Chair Salazar stated this was the starting point and the Task Force will be defining and building performance indicators for the five principles. It was briefly discussed to possibly provide each district with a tool to train administrators.

Ms. Shin described the differences between aggregated student growth and what we are capturing in the evaluation of principals, and what we are trying to capture with the Nevada School Growth Model. The Nevada School Growth Model is based on the teacher evaluation model at the school level. It was stated the avenue by which to measure student growth has yet to be decided. As we move forward with the teacher and administrator frameworks, we want to ensure there is consistency between the school growth model and the student growth model that is selected for teachers; to institute a type of check and balance. Chair Salazar stated this process would be clarified when the model/matrix is developed.

It was discussed to begin communicating and discussing the evaluation framework with administrators at upcoming administrator conferences.

MOTION: Following discussion, Member Cheney moved to approve the draft Administrator Evaluation Framework as proposed from the Joint Task Force. Member Galland-Collins seconded. The motion passed.

REVIEW, RETHINK, DISCUSS, REFINE, MAKE CHANGES TO AND POSSIBLY APPROVE A MAY 21, 2012 VERSION OF THE *SYSTEM GUIDELINES WHITE PAPER*

Ms. Shin reviewed the last version of the *White Paper* with the recently amendments of May 7, 2012. Members discussed and proposed the following amendments to the *White Paper*.

- Remove the term “interim” from Member Fitzpatrick’s title;
- Update the Teacher Evaluation Framework as discussed;

- Update the Administrator Evaluation Framework as discussed;
- Amend to “purposefully phased-in implementation”; to be agenized and discussed as a separate item to define the phase-in process;
- Update the TLC glossary; and
- Include anticipated costs with their associated categories.

It was discussed to update the communications piece of the *White Paper* relative to state vs. local control. The *White Paper* should be ready after the amendments are approved and updates completed and could be e-mailed out by later today.

Members discussed “purposely phased-in implementation” as it was noted we are already losing teachers in the core subject areas. The phased-in implementation will make it clear to core subject area teachers will be first to be evaluated. Members discussed these were high stakes decision which needs to be delayed until there is an equitable measure for all teachers.

ACTION: Define the phased-in implementation process to include specifics as a separate agenda item. It was discussed there is no level of specificity as to the cost of the phase-in process at this time.

MOTION: Member Tate moved to approve the following amendments to the *White Paper*.

- Remove the term “interim” from Member Fitzpatrick’s title;
- Update the Teacher Evaluation Framework as discussed;
- Update the Administrator Evaluation Framework as discussed;
- Amend to “purposefully phased-in implementation”; to be agenized and discussed as a separate item to define the phase-in process;
- Update the TLC glossary; and
- Include anticipated costs with their associated categories.

Member Cheney seconded. The motion passed.

Chair Salazar granted a 10 minute break.

UPDATE FROM COMMUNICATIONS TASK FORCE ON THE DEVELOPMENT OF THE STAKEHOLDER INVOLVEMENT AND COMMUNICATION PLAN AND OUTREACH APPROACH TO ENGAGE MEMBERS OF THE PUBLIC AND CONSIDERATION AND POSSIBLE ADOPTION OF A PLAN AND APPROACH

The Communications Task Force shared the new five minute video. Vice Chair Barker requested approval of the video, and for the Communications Task Force to continue their current communication and outreach plan with further direction from the Council. Members discussed the summer outreach planned, which included approximately 1,000

parents. Feedback forms have been received and the data collected. The website is up and operative. The Task Force is developing a brochure for distribution.

Vice Chair Barker stated approximately 150-200 feedback forms had been received and reviewed. The Task Force will be contacting a select group of individuals for their permission to include their feedback/quote and picture on the website. The National Governor's Association (NGA) has provided the administrative support to analyze and summarize the statements. The results will be shared with the Council when completed. Members discussed teacher have concerns relative to their name being associated with comments provided on the feedback form. Vice Chair Barker responded the feedback forms are only for information and will not use a teacher's name if they have asked to not include their comments and/or name.

Members discussed the development of a short bibliography of the most important citations and research used in the development of the framework to be included on the new website.

MOTION: Member Cheney moved to approve and include the video in the current communication plan. Member McCormick seconded. The motion passed.

DISCUSS KEY DECISIONS REACHED DURING THE COURSE OF THE MEETING AND POSSIBLY ADOPT THOSE FOR POSTING TO THE TLC WEBSITE TO KEEP STAKEHOLDERS INFORMED OF THE PROGRESS OF THE COUNCIL

Chair Salazar stated that the following items were approved by the TLC today:

- Adopted amendments to the teacher evaluation;
- Adopted the administrator framework;
- Updated the *White Paper*;
- Reviewed the video and approved for the video to be uploaded to the website; and
- The new TLC website.

FUTURE AGENDA ITEMS

The TLC reviewed the draft of the meeting schedule and confirmed the July meeting dates; the November 12, 2012 meeting date was amended to November 14, 2012.

Chair Salazar requested that TLC Members notify staff if they had any items to be discussed at a meeting or if they are unable to attend a meeting.

ACTION: The TLC meeting schedule will be posted on the TLC link on the Nevada Department of Education's website.

MEETING SUMMARY AND INFORMATIONAL ITEMS AND COMMENTS FROM TASK FORCE MEMBERS

Member Tate suggested the Department of Education consider recommending to the Governor's Office that all TLC members be considered for reappointment for a second term on the Teachers and Leaders Council.

PUBLIC COMMENTS

There were no public comments.

MEETING ADJOURNMENT

Chair Salazar adjourned the meeting at 5:35 P.M.

*The next meeting of the Teachers and Leaders Council is scheduled for July 11, 2012 at **Best Western Airport Plaza, 1981 Terminal Way, Reno, NV**. For your convenience, minutes and agendas are posted on the Nevada Department of Education's website, under Commissions & Councils, at <http://www.doe.nv.gov>.*