

**Teachers and Leaders Council (TLC)**  
**ACTION REPORT**  
**May 07, 2012**

**Pamela Salazar, Chair**

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On **Monday, May 07, 2012**, the Teachers and Leaders Council met at Hyatt Place Las Vegas, 4520 Paradise Road, Las Vegas, Nevada. The following discussions were held and actions taken:

**May 07, 2012**

Chair Salazar called the meeting to order at 8:35 a.m.

Chair Salazar opened the floor for public comment. There was no public comment.

*Approval of flexible agenda.*

**Member McCord motioned for a flexible agenda. Member Galland-Collins seconded. The motion carried without objection.**

*Delivery of State Superintendent's vision for educator effectiveness.*

Dr. James W. Guthrie, Nevada Superintendent of Public Instruction, introduced himself to the Council and provided some of his background in the field education. Dr. Guthrie provided his vision for Nevada education and discussed areas where changes were needed. He also discussed the need to provide better incentives and career paths to keep the best teachers in the classroom. Members discussed with Dr. Guthrie some of the ongoing challenges Nevada faced in improving education. Dr. Guthrie thanked the Council for their work and encouraged them to continue to think outside the box to move education forward.

***No action was taken.***

*Approval of March 5, 2012 minutes.*

**Member Peterson motioned for approval of the March 5, 2012 minutes as presented. Member Cheney seconded. The motion carried without objection.**

*Presentation and discussion of benefits and challenges for including growth in student achievement as a measure of student outcomes.*

Ms. Shin facilitated a discussion on student growth and the various ways in which growth could be measured and evaluated. The issue of non-tested grades and subjects was also debated. Members discussed some of the logistical and political aspects of growth model information, as well as the technical rigor required for transparency.

Members discussed having districts pilot the different models for growth this next school year. Districts would then be able to observe and evaluate any unintended consequences of the different models, evaluate how different weighting percentages affect the models, evaluate the impacts on non-tested grades and subjects, and the impacts on special education.

**Member Peterson motioned to allow and encourage districts to pilot various growth models and various weights of educator evaluation effectiveness to inform the work of the TLC. Districts are to pilot different models and weights in the 2012-13 school year. Member McCormick seconded. The motion carried without objection.**

*Review and discuss the recommendations of the Indicators/Measures and Models Task Forces regarding the standards they recommend be incorporated into the Nevada Teacher Evaluation Framework in order to evaluate the performance of Nevada teachers. Discuss next steps relative to finalizing the adoption of those standards and then take action based upon those next steps as identified during the meeting. Review the recommendations of the Task Forces relative to the selection of measures for assessing teacher performance within the Nevada Teacher Evaluation Framework; discuss those measures and the rationale and consequences of the measures; and adopt measures to be used to assess teachers within the Nevada Teacher Evaluation Framework.*

Lynn Holdheide presented the May 1, 2012 work of the Indicators/Measures and Models Joint Task Force to the Council for their review in a series of 5 motions:

1. Accept the following categories under the Instructional Practice domain for teachers: 1) Student-centered classroom; 2) Teaching for understanding; 3) Assessment for learning; 4) Rigorous and relevant curriculum; and 5) Teaching for learner differences.
2. Accept the following standards under the Instructional Practice domain so that all teachers can implement these high leverage instructional strategies with fidelity: 1) New learning is connected to something already learned; 2) Students are clear about intended learning and performance criteria; 3) Learning tasks have high cognitive demand for diverse learners; 4) Students engage in meaning-making through discourse and other strategies; 5) Students engage in metacognitive activity; and 6) Assessment is integrated into teaching and learning.
3. Accept the following categories under the Professional Responsibilities domain: 1) Family Engagement; 2) Commitment to the School Community; 3) Reflection of Professional Growth and Practice, and 4) Professional Obligations
4. Include the following potential measures for use in determining teacher the Educational Practice Domain: 1) observation rubrics; 2) Artifact Review; 3) Student Survey; and 4) Parent Survey
5. With direction and guidance from the TLC, outside experts, such as Margaret Heritage, will work to establish performance criteria within the four performance levels.

The Joint Task Force also included a restatement of the position statements discussed and approved by the Council during the April 16, 2012 meeting as their 6<sup>th</sup> and 7<sup>th</sup> motion:

6. Require that district rubrics be rigorous and aligned to the framework of the TLC.
7. The TLC will develop opt-in standard model rubrics.

The first motion considered was Joint Task Force recommendation (3):

Professional Responsibilities:

- 1) Family Engagement;
- 2) Commitment to School community;
- 3) Reflection on Professional Growth and Practice; and
- 4) Professional Obligations.

**Member Cheney motioned to adopt the (4) Professional Responsibilities as recommended by the Joint Task Force; acknowledging they may be changed and modified in the future. Member Hales seconded. The motion carried without objection.**

**Then Member Cheney motioned to adopt the recommended work of the Joint Task Force relative to the potential measures for the Educational Practice domain. Potential measures are: observation rubrics, artifact review, and student and parent surveys. Member Barker seconded. The motion carried without objection.**

*Review the Communication Task Force's recommendations for sharing information with interested stakeholders regarding the work of the Teachers and Leaders Council (TLC) and the Council's efforts to develop a statewide uniform performance evaluation system for teachers and school administrators, including those considerations discussed by the Council during their April 16, 2012 TLC meeting.*

Communications Task Force Chair Barker apprised the TLC of their current work. The task force was still in the process of modifying the power points for different length presentations. They also discussed the possibility of town hall meetings as regional engagement opportunities. The Council thanked Chair Barker for her presentation. *No action was taken.*

*Discussion and possible adoption of recommendations to the State Board of Education regarding a plan, including responsibilities and associated costs, for the development and implementation of a uniform performance system including the Teacher and Administrator Evaluation Frameworks.*

Members discussed the areas of associated costs for the evaluation frameworks as required by AB 222. Categories discussed were:

*Project management; Professional development; Data collection; System evaluation; Technical validation; Development of instruments/tools; Off-the-shelf products; Communications; and Pilot implementation.*

**Members provided direction to the Chair to re-tool the list and bring back to TLC in a draft version for the May 21, 2012 meeting.** This item will be discussed as an action item on the next agenda.

*Review, discuss, refine, make changes to and possibly approve a 5/7/2012 version of the Systems Guidelines White Paper.*

Members discussed revisions to the *White Paper* as follows:

- Vocabulary:
  - Framework – still good, define in white paper;
  - Spheres – now domains;
  - Domains – now High leverage principles: Instructional Practice/ Professional Responsibilities;

Next level: Performance Indicators.

- Updates to the framework:  
Student Outcomes  
Standards and Practices on both sides of the teacher evaluation framework
- Addition of the two position statements adopted during the April 16, 2012 meeting and restated above as motion 6 & 7.
- Update Communications Task Force summary of work and stakeholder information.

**Member Cheney motioned to accept updates to *White Paper* as listed. Member Norton seconded. The motion carried without objection.**

*Provide directions for possible next steps for the Task Forces*

Next Joint Task Force meeting: May 21, 2012 prior to the regular TLC meeting. The Communications Task Force will also have a separate meeting at this time as well.

TLC will finalize the remaining large pieces of the framework with recommendations from Joint Task Force. They will also review budgetary responsibility and adopt a set of recommendations for the State Board of Education.

Chair Salazar opened the floor for public comment. There was no public comment.

The meeting adjourned at 4:00 p.m.

The next meeting of the Teachers and Leaders Council is scheduled for **May 21, 2012 at Hyatt Place Reno, 1790 E. Plumb Lane, Reno, Nevada**. 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>.