

Teachers and Leaders Council
ACTION REPORT
May 21, 2012

Pamela Salazar, Chair

On **Monday, May 21, 2012**, the Teachers and Leaders Council met at Hyatt Place Reno, 1790 East Plumb Lane, Reno, Nevada. The following discussions were held and actions taken:

May 21, 2012

Chair Salazar called the meeting to order at 2:25 p.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 Norton seconded. The motion carried without objection.

Review updated NV TLC Teacher Evaluation Framework and terminology.

A recommendation was made to change the term “growth” in the teacher evaluation framework to “student growth” as a means of differentiating from other types of growth measures.

Member Crowley motioned to approve the change to “student growth.” Member Small seconded. The motion carried without objection.

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.

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; and
 - 5) Collaboration/ Collective Inquiry.
- High leverage Principles under School Leadership:
 - 1) Family Engagement;
 - 2) Community Advocacy;
 - 3) Strategic Management;
 - 4) Reflection of professional growth and practice;
 - 5) Professional Obligations; and
 - 6) School Climate.
 - One category under the School Performance domain:
School Outcomes
 - Outcomes under the 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.

Member Cheney motioned to approve the Administrator Evaluation Framework as currently drafted. Member Galland-Collins seconded. The motion carried without objection.

Review, rethink, discuss, refine, make changes to and possibly approve a May 21, 2012 version of the System Guidelines White Paper.

Members discussed and proposed the following changes for approval:

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

Member Tate motioned to approve the changes to the *White Paper* as listed. Member Cheney seconded. The motion carried without objection.

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 presented the completed video for TLC review. The task force requested approval of the video and approval to continue their current communication and outreach plan.

Member Cheney motioned to approve and include the video in the current communication plan. Member McCormick seconded. The motion carried without objection.

Future agenda items.

Members reviewed a draft of the meeting schedule. The July meetings listed as “Tentative” were confirmed. Additionally, the November 12, 2012 meeting date was changed to November 14, 2012. Chair Salazar requested members notify staff if they had any items they would like to discuss during a meeting or would not be present for a meeting. The meeting schedule will be posted on the TLC link on the NDE website.

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

The meeting adjourned 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, 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>.