



**District Improvement Team (DIT)
Meeting
Thursday, December 4, 2014
5:30 – 7:30 p.m.**

ATTENDANCE:

Linda Buchman, Shikonya Cureton, Katherine Dawson, Ellen Green, Kim Hammer, Stephanie Hoang, David Humphrey, Penne Irvin, Virginia Johnson, Kenneth Jones, Scott LeMaire, Benjamin Leung, Maria Luna, Ana Medrano, Angelique Moulton, Rachel Miller, Patti Pace, Georgia Polley, David Sablatura, Elaine Sorsby, Dmel Tatum, Shelly Tornquist, Jerry Van Casteren, Becky Wuerth

Percent of DIT members in attendance: 53%

WELCOME:

Linda Buchman shared with the DIT that Dr. Klussmann was not able to attend this evening as he is in Washington, D.C., having been invited to a special meeting at the White House regarding college access and readiness. Elaine Sorsby, DIT Co-Chair, opened the meeting, and welcomed all members and guests.

CALENDAR DEVELOPMENT and RECOMMENDATION:

Elaine turned the meeting over to Jennifer Cobb, SBISD Director of Program Evaluation and Research, who reviewed the results of the Calendar Survey. Becky Wuerth followed up with a review of the trends in the survey open-ended comments, based on her brief review of those comments. Questions asked were whether we are aligned with area spring breaks, and whether other districts really get out before Memorial Day! Answers were that we met with the area district calendar representatives and all concurred to spring break aligned with the Texas university spring break (week of March 17), and districts that would conclude before Memorial Day may have fewer school days.

Jennifer Cobb noted that the calendar development process was very calm this year compared to some years ago, and she also noted that the winning calendars in the survey voting are similar to how they have been in the past.

DIT members were asked to vote to recommend to Dr. Klussmann an Academic Calendar for 2015-16 and 2016-17 calendars. **The DIT voted to recommend calendars to Dr. Klussmann based on the calendar survey results (Calendar B-2015-16, Calendar A- 2016-17) with 17 members voting yes, no one voting no.**

The DIT members were thanked for their hard, persistent efforts to develop sound academic calendars for the next two years.

Teacher Evaluation Development

Kim Hammer introduced herself and reminded DIT members that they have been giving feedback at each meeting regarding the Teacher Evaluation process, and the Teacher Development and Evaluation Cross Functional Team (CFT) has been hard at work gathering and collecting feedback and making revisions. She affirmed that the DIT input has been heard and other stakeholders have been heard, yielding changes in the document to date. Feedback has been received from elementary and secondary

principals, CITs and the District Instructional Leadership team. Feedback was provided organized by general, positive feedback and negative feedback and then feedback specific to four domains. The feedback shared was collected as of November 11, 2014 from the Campus Improvement Teams. More feedback has been received between then and November 25. Additionally, on Nov 10, a Board of Trustees Workshop was held and more feedback was gathered. Kim also reported that there will be a mini pilot of the evaluation instrument from January to April, 2015. Administrators will select 1 teacher and do one 15 minute walk through to give feedback on how it was to really use the rubric. Training was done in November to get ready for mini pilot.

Kim then provided a review of the state's system and pilots and our system.

As an example of the type of qualitative feedback received, there was a request for clarity about what definitions mean? Kim got good feedback and made further revision with the goal of addressing redundancy, retaining the 4 domains, and wanting to make sure the end result drives teacher growth and improves student outcomes to achieve t24. Originally, there were 24 dimensions, now there are 12. Originally there were 516 indicators, which has been consolidated to 268. Levels of proficiency are the same.

The DIT was asked to give feedback on domain 1,2,3 or 4. They were asked to review for things they like, and secondly for things to consider or change. For each are the same guiding questions: Think about how the rubric guides instructional growth toward T-2-4. Is the progression across the indicators apparent? If so, how? If not, why not? Are the indicators measurable?

The DIT divided into groups and completed this exercise. Results were provided to the Teacher Evaluation CFT representatives for their review.

Next, Karen Heeth and William Norris demonstrated for the DIT what the electronic version of evaluation instrument looks like in the pilot specifically around goal setting. Teachers will self-reflect on where they think they are (advancing, refining, etc.) and can use the process as goal setting or self assessment. Teachers will go through all 12 pages and self assess the 12 dimensions. They can go forward and back.

A challenge with the current system in Eduphoria is that it locks goals in and they can't be revised. The new system will allow self-assessment and notification. In the diagnostic conference, the teacher and appraiser will discuss where the teacher self-rated. The principal can provide feedback as to whether he/she thinks it should be higher or lower. This is responsive to teachers' desire to have conversation about their instruction and how they can grow. The principal and teacher then have opportunity to discuss. The summary page is provided for review and it is also sent to the Teaching and Learning team so that they can develop professional development to match where teachers feel they need most development.

The principal and teacher will always be able to see what the teacher's goals are, together with supporting dimensions. They also can discuss whether there are other dimensions that would help in reaching the goals selected. There also is an area for additional source of evidence.

There is a place in the system to save work in progress.

The new system requires two walk-throughs and one 45-minute observation. The format for the 45 minute walk through is not developed yet.

Questions from the DIT included:

- Why not use employee id number? Answer – The employee id number is not a private number.
- Will there be any specified goal areas? (like technology now?)
- Will the appraiser only going in to observe for the goal the teacher selected? Answer – They also will look at supporting dimensions to get to proficiency levels. There may be teaching strategies needed, for example, to improve classroom management.no more than three supporting dimensions.
- Will we keep master teacher designation? Answer – We will not keep this designation. This is a change of mindset. We want every teacher looking at themselves as a master teacher with opportunity to be reflective practitioners and to self-reflect on how they are doing. Refining in the new terminology is basically the same as master teacher—interaction with peers and advancement of students.

Kenneth noted he liked the box for comments and teacher feedback.

The CFT representatives affirmed that we are trying to keep as many things as we can similar to current practice in terms of timelines, etc., since our teachers and administrators are familiar with them. However, some things will be new. We are trying to keep what has been good in Eduphoria in tandem with what teachers, the DIT, and administrators say they want to improve in the new system.

There was a request for a show of hands to affirm if the CFT, in supporting the DIT in the development of the Teacher Evaluation system is moving in the right direction. Not only was there a unanimous show of hands, but there was also applause from the DIT members affirming their positive response to the work done to date.

David Sablatura thanked the DIT for their input and noted that the data piece will be on the agenda for January. The plan will be to present what some other districts are doing and present some options and continue the dialogue.

There being no further business, the meeting was concluded.

Change – Holy Thursday date in April.

NEXT MEETING DATES:

Thursday, February 5th

Thursday, March 5th

Thursday, April 2nd Date will be changed

Thursday, May 7th