

Englewood Schools
Personnel Performance Evaluation Council Minutes
November 7th, 2019 4:00 p.m.-5:30 p.m.
Administration Building: 4101 S. Bannock Street, Englewood 80110

In attendance: Joanna Polzin, Ryan Cowell, Cynthia Chick, Matt Bednorz, Olivia Bucher, Daryl Kington
Recorder: Tamara Nickerson

Agenda

- Introductions
- Outcome
 - Ensuring statutory requirements are met
 - Advisory council to the Board of Education
 - Bring to Board by June - to implement for the 2020-2021 school year
- Brief History
 - Work began in the 2014/2015 school year
 - Was previously called Standard 6
 - Only used SPF/DPF
 - In 2017/2018 school year it evolved to include measures of student learning, based on evaluations conducted by administrators
 - Defined parameters around the 10% individual attribution
 - Growth of student learning
 - Individual (teacher)
 - Approved assessment: eg. TSGold, DIBELS (Acadience), Illuminate, and quarterly writing assessments
 - Success criteria for each assessment - IEP goals did not qualify
 - Student Learning Outcomes/objectives
 - Statistically Significant Success Committee
 - Illuminate- will need to define the success criteria
 - SPF and DPF total percentages are defined by this committee
- Current Percentages for Standard 5
 - Team Goals are becoming more popular, easy way to make sure not too heavy on Individual
 - Must remain 50%(Standards 1-5) and 50%(SPF,DPF and Individual attributes. This council determines the how to divide the 50%)
- Current Trends
 - Boulder: 12.5% DPF, 12.5% SPF, 10% Team, 15% Individual
 - Jeffco: 10% DPF, 10% School Goal, 30% Individual
 - Greeley #6: 16.5% SPF, 16.5% Collective Goal, 17% Individual (in compliance but using data and only SPF)
 - Ft. Lupton: 5% DPF, 30% School Goal, 15% Individual (in compliance but not a large percentage in state standards)
- Review of Resources in Folders:
 - Educator Effectiveness Values Activity: Top Priorities
 - Teacher-created assessments are valid options for MSLs
 - Must be approved for rigor and rooted in standards
 - Teachers should use MSLs to gain valuable insight about their students and inform instruction
 - The process is more important than the product
 - MSLs should be aligned to school and district goals

- Standard 5 Handout
 - How are we ensuring that teacher voice has been heard during the principal evaluation and administration evaluation (possibly replicate ECE, look into TLCC, Englewood Culture and Climate survey)
 - Need one source to collect data in order to analyze and comprehensively compare from year to year
 - Inconsistencies on teacher voice and how to give feedback on principal support, leadership, morale in the schools
 - It is a statutory right for teachers to have a chance to voice concerns from a data driven source
 - Survey directly related to principals was included in the culture and climate survey
 - Teachers appreciate when TLCC is available
- DPF and SPF
 - Share One thing that is most important
 - Numbers from the SPF are transposed into evaluations. SPF and DPF ratings change based on performance
 - State board approves changes to percentages- makes it hard to gauge
 - Teachers feel empowered by the things they have control over, personal impact
 - Introducing a school wide/team wide goal
 - SPF - more impact. DPF - less impact (smaller percentage)
 - Would like to think about 1st year teachers who have limited buy-in due to no point of reference
 - More control to tie it to the team or school goal, less emphasis on DPF/SPF
 - Cannot entirely eliminate the DPF/SPF, this is the public view of the district and schools
 - Guard against creating something so complex it loses meaning
 - There needs to be achievable goals
 - Writing of SLO and training- SLOs are more valuable and easier to buy into
 - Concerned about a lack of professional development for all parties involved around writing solid rigorous goals
 - Increase individual attribution and adding school goal should be left to the people it affects
 - SPF and DPF need to be left in but percentages could change
 - The current law has gotten away from the original intent of the law; Superintendents are looking to change this
 - Need to remain a school system not a system-of-schools
- Exploring and Discovering protocol
 - Discussion
- Closing and Next Steps
 - Collect anecdotal input
 - Research efficiency and effectiveness of the process
 - Are we required to pay for the principal evaluation survey each year or does the state cover it

Next Meeting: February 6, 2020