

Performance Evaluation Advisory Council Meeting

Minutes from the January 27, 2012 meeting

Alumni Center
Illinois State University campus
Normal, Illinois

Meeting Called to Order

The following were present: Kristen Adams, Josh Anderson, Bette Bergeron, Ben Boer, Carol Caref, Dawn Conway, Don O'Callahan, Gail Fahey, Hector Garcia, Dan Lamboley, Joe Matula, Steve Ponisciak, Darren Reisberg, Rachel Resnick, Diane Rutledge, Jodi Scott, Audrey Soglin, Dick Spohr, Michelle Standridge, Larry Stanton, Linda Tomlinson, Richard Voltz, Phyllis Wilson, Vicki Phillips, Shelley Helton, and Henri Fonville.

Also present were Amy Alsop and Sue Walter from Illinois Federation of Teachers, Mary Jane Morris from Consortium for Educational Change, David Osta from New Teacher Center, Brad White from Illinois Education Research Council, Randy Davis from Illinois Association School Personnel Administrators, and Don Daily from Regional Office of Education 27.

Margie Yeager from Education Council LLC attended via conference phone.

Report on what's happened since our last meeting

Part 50 of the rules are out; the public comment period ended January 17th. Approximately 113 public comments were received. The entire text of the comments was shared with PEAC. Many comments pertained to a "phase-in" for student growth measures and extending this to all districts regardless of the date they implement performance evaluation systems. Other responders are concerned how all this will effect special education students, others wonder if the assessments will actually reflect what is being taught in the classroom, others asked what types of staff will be exempt from this evaluation process. The Part 50 rules and comments will be presented to the State Board during their February 21st meeting. After the rules are adopted by the ISBE Board, they will go to JCAR. Once ISBE receives the "Certificate of No Objection," the rules will be in effect. The aim is for this to be finalized by the State Board's April meeting. PEAC members were encouraged to submit further comments via Darren or Shelley, in reaction to the public comments, prior to the February State Board meeting.

A presentation was given on next steps concerning Principal Evaluation Plans. A compliance checklist districts can use when evaluating their current principal evaluation plan was shared as well as a sample principal evaluation plan. These items were developed by Don Daily from Regional Office of Education #27.

Mr. Reisberg reported that Illinois has qualified for a share of the Race to the Top Phase 3 grant money. Illinois will receive \$42.8 million. ISBE is working on finalizing the budget for these funds which must meet strict requirements. Receiving this grant will create a lot of work for the agency, so to begin with, four people will be hired to do the work (a point person/administrator, a project manager, a professional development person, and possibly an attorney). Districts will be

allowed to participate but must agree to the strict requirements for becoming a LEA (local education agency) and apply by February 29. A webinar is scheduled for February 7th explaining what is required to become a LEA. Work will begin April 1st. Districts that participate must meet Performance Evaluation Reform Act (PERA) requirements beginning with the 2012-2013 school year. These districts must also have approval of their teachers' union and will be required to do induction in mentoring the first two years. \$21.4 million will go to districts and \$21.4 million to the State Board to build the following reforms: fund the evaluation trainings this summer, find ways to support PEAC in order to get the work done, contract with someone to create an evaluation system, \$750,000 for a contractor to implement the climate survey, and \$1 million for changes to the School Report Card.

ISBE is rethinking the current accountability system and is planning to ask for a waiver for NCLB. A lot of changes are coming for the PSAE, ISAT, and Explore assessment tests. The ACT test will be broken up from PSAE. The agency is thinking of changing assessment tests and the grade levels tested.

Consortium for Educational Change (CEC) was awarded the RFSP for principal evaluation trainings this summer. Negotiations will start immediately. There is still concern on whether the timelines can be met. Two RFSP proposals came in. Both understood what PEAC needs, wants, and requires. Depending on contract negotiations timelines might have to be changed which will then cause the agency to have to ask the legislature for an extension.

The State Board has discussed the Principal Evaluation State Model. The board is concerned about technology and principals being prepared. Therefore indicators will be added to incorporate technology concerns. The board did approve the model on the condition that technology requirements are added. The Board wants to ensure that principals know how to use and incorporate technology into instruction thereby qualifying them to evaluate staff. The model will be posted next week with technology indicators.

Next Steps...

Don O'Callahan shared a slide presentation and led the discussion on where PEAC should go now. Do we want to say something to special populations? If so, who to include? Who/what is considered a special population? Does PEAC want to decide or do we bring in experts? What types of assessments will be required for special populations? A suggestion was made that it might be useful to include people that deal with English language learners or special education and that we need smart folks. What assessment could exist – additions to what is already being used? PEAC decided that we need professional help in getting all this explained to those who will be involved (teaching staff and administrators) and that we need to get concrete on these metrics and assessments as soon as possible.

Principal Evaluation Next Steps

The Principal Evaluation Subcommittee recommended that the Learning Environment Survey be considered in principal evaluation. Further, these data should be used to inform the rating on appropriate indicators under Illinois Performance Standards for School Leaders as part of the professional practice component of the evaluation.

Conversation concerning Chicago Public Schools

Chicago Public Schools will be using the teacher practice part of the Charlotte Danielson model. The district is still trying to figure out student growth particularly when it comes to Type III assessments. Good discussions have been had and the district is still working. A copy of a letter sent to Gery Chico, chairman of the State Board of Education was shared. The letter, dated January 13, 2012, is from the Chicago Teachers Union (CTU). The letter is an appeal to ISBE asking that the district be allowed to use the 2012-2013 school year as a pilot evaluation year for the student growth requirement. The question was asked, "What did their state legislators say?" The answer was that the CTU has not spoken with them yet but that discussion is on the agenda.

Public Comment

A spokeswoman representing the Illinois Federation of Teachers and the Illinois Education Association spoke. She stated that the unions support the concerns of the CTU and that other locals have the same concerns. She stressed that we want to continue working together to get this right.

The next meeting locations are still to be determined. Beginning July 1st the meetings might be moved to Mondays instead of Fridays because of travel considerations for some members. This was brought up so members could give this some thought. It was mentioned that we must meet at least 5 hours so lunch can be provided.

There being no other business Jodi Scott made a motion to adjourn, this was seconded by Rich Voltz and was approved by the Council. The meeting adjourned at 3:00 p.m.