

## **Performance Evaluation Advisory Council Meeting**

Minutes from the February 24, 2012 meeting

Alumni Center  
Illinois State University campus  
Normal, Illinois

### Meeting Called to Order

The following were present: Kristen Adams, Dr. Bette Bergeron, Ben Boer, Carol Caref, Dawn Conway, Dr. Gail Fahey, Steven Isoye, Dan Lamboley, Joe Matula, Steve Ponisciak, Rachel Resnick, Dr. Diane Rutledge, Jodi Scott, Dick Spohr, Michelle Standridge, Dr. Linda Tomlinson, Dr. Richard Voltz, Dr. Phyllis Wilson, Vicki Phillips, and Henri Fonville.

Also present were: Don Daily from Regional Office of Education #27, Remington Fairlamb from Teachscape, Mary Jane Morris, Colleen Ezzo, Melissa DeBartolo, Alicia Hauer, and Pam Rosa from the Consortium for Educational Change (CEC), Kurt Endebrock from Regional Office of Education #21, Linda Harris from IASPA, Norman Durflinger from Illinois State University, Bard White from IERC, Amy Alsop and Sue Walter from the Illinois Federation of Teachers.

Jodi Scott made a motion to approve the minutes from the November 10, 2011 and January 27, 2012, meetings as written. This was seconded by Dr. Bergeron and approved by the Council.

### Report on what's happened since our last meeting

It was announced that Larry Stanton resigned as co-chair of PEAC. All the work Mr. Stanton did for PEAC is appreciated.

Members were again asked to review public comments concerning Part 50 rules. Most who have commented are concerned about the 25% - 25% - 30% student growth requirements. JCAR is the next step and if there are no objections from JCAR the rules will take effect.

Members of the State Board of Education noted concern that the Principal Evaluation model does not address the need for principals to be proficient in the various forms of technology that might be used in schools. The State Board did agree with the Principal Evaluation model as presented but asked that indicators be added to address their concerns about technology. The Teacher Evaluation model is still a work in progress. A member asked about the capacity of technology because not all school districts have everything. It is a problem holding educators responsible for technology when districts have little or no technology in their buildings. It was answered that we want districts to evaluate the principal on what technology the district or school has to offer and that the Principal Evaluation model is a guidance document only. Districts will have to adapt their principal evaluation instrument according to their own needs. It was also mentioned that this will be a concern to the higher education institutions offering educator preparation programs. These programs will need to add coursework so candidates have an opportunity to learn how to use the various forms of technology now available to students.

It was reported that an RFSP is being released seeking a facilitator to help define PEAC's work by providing support and bringing in associations and groups to help. The goal is to post the RFSP soon, then to read, score, and award the contract in April.

It was announced that Governors State University is hosting an idea session in April for educators in the South Cook and Will county areas.

A decision has been made to post the Principal Evaluation guidance documents created by Don Daily from ROE 27 on the PEAC web pages.

Dr. Tomlinson attended a recent Council of Chief State School Officers meeting. Several states are working together with the goal of creating a public school education system that prepares every child for lifelong learning, work, and citizenship.

Dr. Rutledge met recently with legislators to give an updated about assessments and PEAC's work.

So far twenty-one districts have shown interest in becoming a local education agency as part of Race to the Top 3.

#### Consortium for Educational Change: Review of the Evaluation Training

Mary Jane Morris, Executive Director of the Consortium for Educational Change, was introduced. CEC was awarded the RFSP to create the Illinois Principal and Teacher Evaluation Training Programs. Ms. Morris and her staff presented a PowerPoint presentation explaining how this training will be created. The training is mostly online and will take approximately 32 hours to complete. The training is self-paced instruction. Participants will have the opportunity to opt out and go straight to the assessments if they know the material; however, if they fail the participant will be given the opportunity to again go through each unit of the training then repeat the assessment. If they fail a second time, the participant will be required to attend intense face to face training.

The presentation continued with an explanation of Teachscape. Teachscape is based on Danielson, 2011 version. There will be 12 training modules. Video classroom presentations will be part of the trainings. Training will also discuss how to use data collection and test results in staff evaluations. CEC realizes performance training language and state performance level language need to match. Summative ratings also need to match. Teachscape is working with an advisory committee from the DuPage County Regional Office of Education and getting technical assistance from Illinois State University to help with this project. The pilot should be released in April 2012 with plans to launch the actual training in May 2012.

A "roll out" plan is being developed and districts will be told when their staff can register for and begin to complete the training modules. All training must be completed by July 30, 2012. A guideline concerning suggested times for training completion will be written.

### Student Learning Objectives

After lunch Ms. Margery Yeager from Council of Chief State School Officers (CCSSO) made a presentation concerning Student Learning Objectives (SLO). A copy of Ms. Yeager's PowerPoint slides can be found on the PEAC web site at [http://www.isbe.net/peac/pdf/slo\\_emerg\\_frmwk\\_pres\\_02-12.pdf](http://www.isbe.net/peac/pdf/slo_emerg_frmwk_pres_02-12.pdf). Most states are in pilot mode or still in the discussion stage concerning SLOs. How to measure student growth is a "continuous improvement" process. SLOs may be different within districts or schools because of subjects offered. For instance foreign language or music, the student learning objectives cannot and will not be the same. Someone asked the question, "How long does it take district personnel to do this?" Answer, at least two months, because this too is continuous improvement. People will need initial training but will also need ongoing support. It is best to chunk modules, one thing at a time or do 3 to 5-day intensive training sessions. Most take 6 to 9 months to develop SLOs. How often to have SLO conferences? Most states do this 3 times during the school year, at the beginning of the year, the middle, and the end. Three to five SLOs per teacher is what most states do. Several states are actively piloting SLOs and will use them for the first time next school year (2012-2013). SLOs can also be tied to evaluation, compensation or both. In some places teachers have the option to use them or not.

### Next Steps

One of the members commented that some districts have already bought Teachscape for their training. While that is fine Dr. Tomlinson explained there will still be a "state" assessment that must be done. The state assessment will have five parts for teachers. If the district is doing growth they must do all five parts, otherwise four parts is sufficient. However, principals must do all five parts.

One of the members requested a discussion on the Danielson model.

Dr. Tomlinson said the quality of training **is** critical.

A member questioned if university programs will have to complete the train the trainer training before September 1<sup>st</sup>? Answer, no but will have to do the training sometime after September.

Another member stated it would be helpful to see time commitment problems and other issues by type of school, high school, middle school, elementary, special education. Ms. Yeager will be asked to come back and present on this subject as her schedule permits.

### Public Comment

One of the union reps appreciated Dr. Tomlinson's comments on evaluator trainings. The comments make it clear to districts that they must let the State know if they are doing their own training. Want data kept on what district staff fail the state assessments then are required to be retrained.

There being no other business, Mr. Matula made a motion to adjourn the meeting. This was seconded by Ms. Conway and approved by the Council. The meeting adjourned at 2:53 p.m.