

## CLASS/Teacher Incentive Fund – Design Team Meeting

October 11, 2012

3:30 – 5:00

Crook County District Office

Attendees: Jessica Andrews, Jim Bates, Linda Borquist, Rich Daniels, Yancey Fall, Glenifer Fields, Sue Gregory, ~~Michelle Jonas~~, Kellie Koch, ~~Dennis Kostecky~~, Dee Ann Lampert, Carrie Lowenbach, Patti Norris, Carrie Shinkle, Kurt Sloper, Julie Swinehart, Duane Yecha, Mike Zielaskowski, Pat Gardunia, Valerie Nixon

Facilitator: Jim Bates

### Group Agreements:

- Be on time,
- Be prepared,
- Meet deadlines,
- Be respectful,
- Contribute to the process,
- Be open to new approaches
- Be willing to use ELMO—Enough, Let's Move On
- Stay on topic—use parking lot
- Once consensus is developed, support the group.

1. Introductions (5 min)

2. Committee Reports (30 min)

a. Appeals Committee: Jim, Michelle, Kurt, Carrie L., Jessica, Jayel

i. Meets with Design teams approval.

b. MOU Committee: Yancey, Julie, Kurt, Michelle

i. How to include Pioneer and Paulina

1. This also includes 1.0 Fte at Rimrock

2. Pioneer and Rimrock has one full share attached to CCHS

3. For the primary position at Paulina has 3 qty 1/3 shares to ea elementary school in town.

4. For the Paulina intermediate position, it's attached to CCMS.

a. This mirrors the model in use

c. Communications Committee: Yancey, Patti, Dennis, Julie, Kellie, Glenifer, DeeAnn

i. Talking points for letter out

ii. Talking points for media

1. Make a plan to communicate and how will that go out.

a. Stay connected regionally

Examine letters from Redmond and Bend

2. No resolution for the project portion of the payout.

a. The suggestion is made to use the current projects in the handbook

b. Teachers accept the possibility that a project payout will only occur if the rate at eligible levels.

c. The evaluation committee could review "projects"

i. Restructure, connect them to domains?

ii. These projects could start in January or earlier

1. This gives time to shape, approve, communicate
  2. Start date determined by project and process approval
  3. This also gives some time to potentially determine if someone would be eligible
    - a. Michelle Jonas would lead this process.
3. VAM payout data plan (10 min)
  - a. Redmond has requested Andrew to come over and interpret VAM for them. Their dates would be either: 10/19 am, 10/22 am or 10/25
    - i. Linda B will talk with Andrew, Bend and Redmond for date
      1. The 22<sup>nd</sup> is best.
    - ii. Communication recommendations include
      1. When we get data
      2. When/ if we get incentive and what it's for
      3. Communicate IRR progress
      4. Key bullet points to staff through coaches
        - a. More than just the specifics of the VAM scores
      5. Communications Committee create and outline
        - a. Suggestion that after each meeting, a short message goes out.
4. Project portion of the evaluation (5 min)
5. Survey Results (15 min)
  - a. Ed Northwest came out and talked to the survey results
    - i. Our district showed more awareness than others
    - ii. We've asked for a graph that plots comparisons to other districts
      1. One highlight is that our district showed an increase in seeing the importance of participating.
      2. Linda B suggests to make the survey results to the Design Team
        - a. Place this topic on our next agenda (Note the PBCS needs correction)
          - i. How will the questions be interpreted to communicate to staff?
6. Danielson Coaches Update (15 min)
  - a. CCHS talked to new members of the staff
    - i. Locate forms and offered to be a resource
    - ii. Classroom walkthroughs
  - b. Elementary has set a sequence into place to give out pieces of Danielson to study
    - i. Met with new people and offered explanations about Talent Ed
  - c. CCMS has communicated to staff
    - i. Copied Domains 2/3 to better understand rubric awareness
    - ii. Continued discussion at staff meetings
      1. Looking at creating a continuous improvement cycle
7. Next Meeting: (5 min)
  - a. Design Team – November 1<sup>st</sup> – 3:30 – Payout plan meeting
  - b. Agenda Topics:
    - i. VAM lookey look
    - ii.
  - c. November 8<sup>th</sup> meeting – is now a coaches meeting

**8. Plus/Delta (5 min)**

**Meeting Dates:** The Design Team agreed to move their meetings to the second Thursday of every other month. Meetings will be held at the district office and will be scheduled from 3:30-6:30.

Important Dates:

<b>Date</b>	<b>Activity</b>	<b>Place</b>	<b>Time</b>
November 1 <sup>st</sup>	Design Team Meeting	District Office	3:30 – 5:00
November 8 <sup>th</sup>	Coaches Meeting	District Office	3:30 – 5:00
December 13 <sup>th</sup>	Design Team Meeting	District Office	3:30 – 5:00
January 10 <sup>th</sup>	Coaches Meeting	District Office	3:30 – 5:00
February 14 <sup>th</sup>	Design Team Meeting	District Office	3:30 – 5:00
March 14 <sup>th</sup>	Coaches Meeting	District Office	3:30 – 5:00
April 11 <sup>th</sup>	Design Team Meeting	District Office	3:30 – 5:00
May 9 <sup>th</sup>	Design Team Meeting	District Office	3:30 – 5:00

<a href="mailto:Julie.swinehart@crookcounty.k12.or.us">Julie.swinehart@crookcounty.k12.or.us</a>	Teacher/Association (Crook County High School)
<a href="mailto:Kellie.koch@crookcounty.k12.or.us">Kellie.koch@crookcounty.k12.or.us</a>	Teacher (Ochoco Elementary)
<a href="mailto:Glenifer.fields@crookcounty.k12.or.us">Glenifer.fields@crookcounty.k12.or.us</a>	Academic Coach (Cecil Sly Elementary)
<a href="mailto:Sue.gregory@crookcounty.k12.or.us">Sue.gregory@crookcounty.k12.or.us</a>	Academic Coach (Ochoco Elementary)
<a href="mailto:Carrie.shinkle@crookcounty.k12.or.us">Carrie.shinkle@crookcounty.k12.or.us</a>	Academic Coach (Crooked River Elementary)
<a href="mailto:Rich.daniels@crookcounty.k12.or.us">Rich.daniels@crookcounty.k12.or.us</a>	Teacher (Crook County High School)
<a href="mailto:Carrie.lowenbach@crookcounty.k12.or.us">Carrie.lowenbach@crookcounty.k12.or.us</a>	Teacher (Crook County High School)
<a href="mailto:Mike.zielasowski@crookcounty.k12.or.us">Mike.zielasowski@crookcounty.k12.or.us</a>	Teacher (Crook County Middle School)
<a href="mailto:DeeAnn.lampert@crookcounty.k12.or.us">DeeAnn.lampert@crookcounty.k12.or.us</a>	Teacher (Crook County Middle School)
<a href="mailto:Michelle.jonas@crookcounty.k12.or.us">Michelle.jonas@crookcounty.k12.or.us</a>	Administrator (Crook County High School)
<a href="mailto:Yancey.fall@crookcounty.k12.or.us">Yancey.fall@crookcounty.k12.or.us</a>	TOSA
<a href="mailto:Patti.norris@earthlink.net">Patti.norris@earthlink.net</a>	Board Member
<a href="mailto:Kurt.sloper@crookcounty.k12.or.us">Kurt.sloper@crookcounty.k12.or.us</a>	Administrator (Crook County Middle School)
<a href="mailto:duane.yecha@crookcounty.k12.or.us">duane.yecha@crookcounty.k12.or.us</a>	Superintendent
<a href="mailto:Dennis.kostelecky@crookcounty.k12.or.us">Dennis.kostelecky@crookcounty.k12.or.us</a>	Curriculum Coordinator
<a href="mailto:Jim.bates@crookcounty.k12.or.us">Jim.bates@crookcounty.k12.or.us</a>	Administrator (Cecil Sly)
<a href="mailto:Jessica.andrews@crookcounty.k12.or.us">Jessica.andrews@crookcounty.k12.or.us</a>	Speech Pathologist (Crooked River)