

## 2019 School Accountability Panel Meetings Minutes

September 5, 2019 at 9:00 AM EDT

Indiana State House, House Chambers

**Panel Members Present:** Dr. Byron Ernest (Co-Chair), Mr. Pat. Mapes (Co-Chair), Representative Bob Behning, Senator Jeff Raatz, Mr. Jason Bearce, Ms. Malika Butler, Dr. Drew Findlay, Ms. Jody French, Mr. Mark Hobbs, Mr. Brian Knight, Commissioner Teresa Lubbers, Dr. Matthew Prusiecki, Ms. Kristen Boehnlein, Mr. B.J. Watts, Mr. Chris Lowery.

**Panel Member Absent:** None.

- I. Pledge of Allegiance
- II. Roll Call
- III. Approval of Minutes
  - a. Minutes approved by voice vote.
- IV. Comments from the Co-chairs
  - i. Mr. Mapes stated that K-12 cannot fix all the problems, therefore it should not be responsible for everything. Once the school loses control of children, performance/outcome cannot be attributed to the school.
  - ii. Dr. Ernest commented that measuring outcomes is a great opportunity to make the lives of our students better.
  - iii. Commissioner Lubbers stated that the Panel should look at metrics and measures which would demonstrate and evaluate students' preparedness for career and future life after high school.
- V. Discussion of Revised Framework:
  - a. High School Graduation
    - i. Mr. Watts proposed to go back to graduation pathways to align our accountability system with those.
    - ii. Mr. Bearce offered that the number of credits may not necessarily have to be lowered, rather, schools could provide alternative ways to pursue those credits.
    - iii. Mr. Hobbs responded that if a technical certificate or certificate of graduation is available, it will provide more flexibility to students. He added that Ivy Tech offers such certificates for lower number of credits.
    - iv. Mr. Knight reiterated that such flexibility is offered not to reduce the number of core graduation requirements credits. Instead of making students repeat the courses because of unsuccessful completion, it makes sense to substitute those credits.
    - v. Commissioner Lubbers added that the Panel needs to remember that Algebra 2 is frequently difficult for some students to complete successfully, therefore there might be a substitute.
    - vi. Discussion was had concerning English credits and flexibility for EL students in conjunction with remediation.

- vii.** Dr. Ernest cautioned that we need to be aware how often students shift their choice from CTE to a college degree.
- viii.** Commissioner Lubbers reminded the Panel to be conscious of the job market changes and needed skills to fill in the positions.
- ix.** Rep. Behning introduced statistics on increased automation of labor from an article.
- x.** Mr. Bearce added that employers are looking for talents compatible with shifts in economy. The goal of flexibility should be guarantee of some type of diploma and credential.
- xi.** Dr. Ernest commented that flexibility comes in when we talk about agility. He also noted that the Panel need to find a way to introduce changes in the job market into the student preparation.
- xii.** Mr. Lowery stated that industry experience is a key to development of some of employability skills. Integration of employer, student's family and school should be considered, so that all the pressure is not put on school.
- xiii.** Mr. Knight stated that schools already do a lot of work around graduation pathways. Our role is to enhance effectiveness of graduation pathways, but not to add new responsibilities for schools.
- xiv.** Dr. Prusiecki called for additional incentives for the schools, rather than penalty.
- xv.** Commissioner Lubbers stated that transcripts can be constructed in a way to be much friendlier to the employers and would demonstrate the skills. In case when a student does not graduate with one of the pathways options, there is a no way to demonstrate employability.
- xvi.** Mr. Mapes proposed to add "or successfully complete graduation pathway." One of the pathways should be completed in four years otherwise it will be held against the school.
- xvii.** Mr. Watts noted that enlistment in military is not a requirement for graduation pathways, rather it will depend on student's choice.
- xviii.** Dr. Ernest asked if there was a consensus to add military enlistment under 'enlistment'. Mr. Watts clarified that enlistment is the currency for employability. Mr. Mapes stated that enlistment is not sufficient, there are specific pathway with courses that should be completed. Mr. Watts disagreed. He stated that enlistment is a pathway.
- xix.** Mr. Lowery stated that enlistment should be with 'and'. Mr. Watts disagreed.
- xx.** Commissioner Lubbers questioned if there should be anything else in addition to high school diploma to make students employable in compliance with graduation diploma.
- xxi.** Mr. Mapes said that the indicator of employability is successful completion of graduation pathways. He added that exams would still be a measure for college.
- xxii.** Rep. Behning stated that everything has to be sequential and lead to employment enlistment or enrollment.

- xxiii.** Dr. Ernest stated that enlistment is not part of pathways right now. If the Panel chooses to make pathways more rigorous that it will become accountability. It is still within the charge from legislature to align accountability to graduation pathways.
- xxiv.** Rep. Behning specified that graduation pathways can be aligned with what Panel thinks is proper.
- xxv.** Dr. Ernest summarized that ‘and enlistment’ should be on accountability framework.
- xxvi.** Mr. Mapes said that previous imperfections will be corrected throughout the way along with other standards in place.
- xxvii.** Dr. Ernest opened a discussion on college credits in high school which include STGEC, AP, IB, and dual credit.
- xxviii.** Dr. Findlay agreed that the school system should be careful on randomized dual credits, not to have too valueless courses. The number of such credits will depend on the purpose.
- xxix.** Commissioner Lubbers pointed out that Core 40 can be substituted by equivalent dual credit courses in the amount of 12 credits. This threshold can be used for the purpose of this Panel. Commissioner Lubbers offered to spend more time on this topic and analysis. Mr. Bearce stated that there is a good foundation because the state created the crosswalk several years ago, so we have equivalency of all those courses. Thus, we have the framework, we just need a proposal to share with the Panel.
- xxx.** Mr. Watts asked for clarification on metrics for work-based learning programs which is truly innovative but does not reach the level of certifications. So there should be a way to demonstrate that those programs are developing some skills, without giving certifications. Commissioner Lubbers stated that the only way to recognize some skills is work ethics certificate.
- xxxi.** Ms. French asked if the Panel would talk about one year out in accountability. Dr. Ernest affirmed. A year out is a year beyond graduation. So that year gives additional chance to get better chance on accountability.
- xxxii.** Ms. Butler stated that Panel needs to discuss work-based learning projects and how it will be reflected if it transfers to job placement.

**VI.** Data Presentation

- i.** Dr. Ernest announced that the presentation will be done during next meeting.

**VII.** Public Comments (limited to 30 minutes)

- a.** Ms. Kim Payne-Shearer – High School Counselor, Lawrence Township Schools, spoke in support of graduation pathways and cautioned the panel about holding school accountable for decisions of graduates.
- b.** John O’Neal - State Director, ISTA, spoke in opposition to post-graduation outcomes.

**VIII.** Adjourn