



# INDIANA STATE BOARD OF EDUCATION

**Minutes**  
**Strategic Planning Committee**  
September 30, 2016  
Indiana Statehouse  
Room 130

The meeting of the Strategic Planning Committee convened at 1:00 PM.

Committee members Mr. Gordon Hendry (Chair), Dr. Vince Bertram, Dr. David Freitas, and Mr. B.J. Watts were present. Staff member Ron Sandlin was present.

**I. Call to Order/Approval of Minutes**

Mr. Hendry called the meeting to order at approximately 1:00 PM. Mr. Hendry motioned to approve the minutes. The minutes were approved unanimously.

**II. Update: 2017 legislative agenda**

Mr. Hendry began by asking for comments about what the board is trying to do. Dr. Freitas suggested that the board starts with identifying some general topics of the legislative process. To follow Dr. Freitas comment, Mr. Hendry suggested that they make recommendations and bring them to the full board to weigh-in. The goal, he suggested, is to have some recommendations by the December meeting. The next comment came from Dr. Freitas. He suggested that it is important for the members of the board to have a presence in the Statehouse. Mr. Hendry supported his statement.

Mr. Hendry then opened up to the floor for further discussion. Dr. Bertram discussed the process of full board involvement. He then explained four other issues he felt are important: 1) there needs to be continued support around comprehensive preschool and the expansion of preschools for kids around the state, 2) the overall assessment of the state – especially in regard to career readiness – needs to be addressed, 3) Indiana needs to make the recruitment and retention of outstanding teachers a priority, which can be addressed through the overall compensation strategies for teachers and methods of recruit, and 4) the Indiana State Superintendent needs an increase in compensation. Dr. Bertram recommended making the compensation package more competitive with other states. Mr. Watts concurred that a job that important should be more competitive.

To continue the topic of teachers, Mr. Hendry said that many people are choosing to not go into the teaching profession because the cost of higher education is rising, and teacher salaries have remained relatively consistent. Therefore, he continued, we need to find ways to mitigate the cost of earning a degree in education. Dr. Freitas added that he would like to include all school leaders when it comes to thinking about compensation or incentives.

Dr. Freitas then proposed a few issues of his own: 1) he would like to see the state set a clear vision or goals for character education, 2) he stated that he believes teacher evaluations are created to help improve teachers, and suggested that outside consultants

conduct teacher evaluations, and 3) Dr. Freitas said equitable distribution of teacher quality, experience, and expertise is a problem. Not everyone has equal opportunity.

In regard to the school staff, Dr. Bertram proposed a question: how do you get the staff at schools to want to stay? Dr. Bertram says that we are competing for talent so we must use incentives to get them to stay. It is vital to incentivize the students to want to become teachers, he said.

Mr. Hendry circled back to the topics to sift through them a bit further. He agreed that preschool is a huge issue. There is hard data that suggests that high quality preschools have a strong impact on future success for students, he said. Mr. Hendry went on to say that expanding preschool is a vital step, but the financial aspects of how that will work is difficult. A huge issue Dr. Freitas expressed is quality assurance along with funding. Dr. Freitas posed the question: how do we ensure that each preschool has quality assurance? Mr. Hendry said he is optimistic, and referred to Indiana's Paths to Quality framework to measure the quality of preschool programs.

Dr. Bertram and Mr. Hendry both believe that paying for textbooks should not be required. Dr. Freitas sees the books as being heavy and it can be a health issue to have to carry all of those. Also, the books are not always updated in a timely fashion, he said. The Committee agreed that not only are textbooks an issue, but school supplies in general are.

Mr. Hendry stated that we should look at whether or not second class city mayors should have the ability to authorize charter schools. The mayor of Indianapolis has the ability to authorize charter schools, and Mr. Hendry said he believes that there should some discussion from an accountability standpoint that other authorizers are able to come into the city and charter schools. Mr. Hendry expressed that chartering a school should be exclusive to the mayor, who is directly accountable to voters.

Mr. Hendry then raised a few final topics before adjourning the meeting. He explained that earlier this year, the state passed new science standards. With that being said, it is important to look at ways to improve scientific technology, he added. Mr. Hendry also stated that there needs to be a review of facility management in Indiana; for example, too many students in a classroom or building, buildings being too cold, boiler issues, etc. In support of Mr. Hendry's statement, Dr. Freitas asked if there was a position from IDOE that would be able to work on facilities and operations.

### **III. Next Steps**

The committee discussed meeting again in October, November and December.

### **IV. Adjourn**

Mr. Hendry asked for a motion to adjourn, Mr. Watts so moved and Dr. Bertram seconded the motion. The meeting was adjourned at 2:37 PM.