



INDIANA STATE BOARD OF EDUCATION

INDIANA STATE BOARD OF EDUCATION STRATEGIC PLANNING COMMITTEE MEETING MINUTES

April 23, 2015

Indiana Government Center South
Conference Rooms 4 and 5
302 W. Washington Street
Indianapolis, Indiana 46204
1:00 p.m. (EDT)

Committee Members Present: Gordon Hendry (Chair), Dr. Brad Oliver, Mr. B.J. Watts (by phone) and Dr. David Freitas.

Committee Members Absent: None.

I. Call to Order/ Meeting Minutes Approval

The Chair, Mr. Hendry, called the meeting to order. Mr. Hendry invited a motion to approve the minutes from the February 19, 2015 committee meeting, and upon a motion by Dr. Freitas and a second by Dr. Oliver, the minutes were approved 4-0.

II. Staff Update on Stakeholder Design Committee and Partnership with Indiana University/INTASS¹

Ashley Cowger, Chief of Staff for the Board, addressed the committee. She began by giving an overview of the Stakeholder Design Committee (SDC). Ms. Cowger stated that the SDC will be completing the following priorities outlined by this committee:

- Recommending a vision for educator evaluation in Indiana as well as a set of belief statements and theories of action.
- Designing a survey for Indiana educators about the educator evaluation system. The survey topics include training and resources to support with implementation,

¹ A memo from Board staff can be found at

http://www.in.gov/sboe/files/SDC_Update_to_Strategic_Planning_Committee_4.23.2015.pdf.

communications structures related to evaluation, and the use of student performance measures, among other topics.

- Proposing a communications plan for the Board to introduce its vision for educator evaluation, the results of the survey, as well as other changes the Board has recently adopted related to educator evaluation.
- Proposing other improvements to the state's evaluation policies or model plan.

She also informed the committee that the SDC had adopted the following vision:

Educator evaluations in Indiana will be a collaborative system that strengthens teaching and learning by sustaining a culture of confidence and support for all stakeholders.

Ms. Cowger continued by outlining the timeline for final recommendations and the two year project that the Indiana University Indiana Teacher Appraisal and Support System (INTASS) will be engaging in. Dr. Freitas asked if the SDC is looking at the reliability of evaluations across the state. Ms. Cowger responded that is one of the issues INTASS will be examining. She stated one major issue is that reliability requires continuous training. Upon inquiry from Dr. Freitas, Ms. Cowger said that one goal is to create more uniform training across the state.

Dr. Sandi Cole and Dr. Hardy Murphy informed the committee regarding teacher evaluation work. Dr. Cole spoke about providing information that all evaluators and teachers should know. She explained a level 1 training program, requiring teachers to complete a training containing basic information about teacher evaluation, along with quizzes. Dr. Cole continued that level 2 training will be based in Educational Service Centers (ESCs) and INTASS will provide the curriculum. Dr. Cole stated that evaluators will receive certifications for level 1 and level 2 training. She also informed the committee that this process will not replace the authority of local districts to provide some kind of training. She said the state level training will contain the fundamental information that every evaluator should know. Dr. Freitas said he would like to put this certification process into a Board rule. Dr. Murphy added that one of things that will be looked at is the impact that student growth and achievement will have on the evaluation, so that the evaluation is accurate.

Dr. Oliver thanked Dr. Cole and Dr. Murphy for their great work. He expressed concern about the use of national accreditation bodies for teacher preparation programs. He stated that the down side is that sometimes this creates situations where national standards trump state need. He said higher education often lags behind what is going on in the field. He continued that if the Board wants to move forward it will require the certification piece infused into the

leadership programs. Dr. Oliver added that the Board may want to look at rulemaking that recognizes national standards, but that also has state caveats.

III. Presentation by Standard for Success²

Ms. Cowger introduced members from Standard for Success to present on the data platform they created and how to use data in educator evaluation. Todd Whitlock addressed the Board first. He began by giving some background information about Standard for Success. He said their program was created by educators, for educators. He added that the program is a fully customizable online staff evaluation and management program for teachers, building administrators, and district-level leadership. Tammy Brothers spoke next. She gave the committee an online demonstration on how the program works. She said the program is web based but they also have an app that can be downloaded if there is not connectivity during the time of the evaluation. Ms. Brothers also stated the system is fully transparent, which is extremely important. Mr. Whitlock spoke about the importance of consistency and how the program helps minimize evaluation problems. Ms. Brothers said the program provides aggregate data to help districts move forward as well.

Mr. Whitlock then walked through the analytics of the program. He stated there is a summary page and information about specific groups like English teachers or first year teachers. Dr. Freitas stated that it might be a good idea to have two systems, a formative and a separate summative assessment system.

Dr. Oliver asked about the capacity of the technology allowing the evaluation and SLO data to validate each other. Ms. Brothers said the capacity is there and the data is tracked. She said every piece of every teacher and principal's evaluation can be pulled up and information can be extracted to a spreadsheet and compared.

Mr. Hendry asked about teacher confidence in the system. Mr. Whitlock responded that there is a ticket system that allows for review of feedback. He said teachers are finding that there are no surprises because of the transparency of the system. Ms. Brothers said the feedback is used to continually improve the process, which increases educator confidence. She

² Materials can be viewed at http://www.in.gov/sboe/files/Standard_for_Success_for_SPC_4.23.2015.pdf, http://www.in.gov/sboe/files/Standard_for_Success_for_SPC_PDF_4.23.2015.pdf, http://www.in.gov/sboe/files/Using_Standard_For_Success_Analytics_v_2_for_SPC_4.23.2015.pdf, and http://www.in.gov/sboe/files/Using_Standard_For_Success_Analytics_v_2_for_SPC_4.23.2015.pdf.

said a survey revealed they had good satisfaction. Mr. Whitlock added that an important part of the system is professional development. He said teachers can track professional growth points within the system, and that areas of need are targeted.

IV. Next Steps

Ms. Cowger informed the committee that the SDC will be completing their belief statements and theories of action between now and their next meeting. She recommended that the vision statement, belief statements, and theories of action all be presented to the Board at once. Upon inquiry by Dr. Oliver, Ms. Cowger said the system recommendations and rubric streamlining recommendations will come to the Board by the end of the summer.

Dr. Oliver expressed appreciation for the presentation. He went on to say that maximizing the use of data is important. He said he would like the SDC to look at mobility, and the ability to track teachers as they move between districts. Dr. Oliver said the tool could also be useful in higher education for a baseline before teachers enter the profession. He stated that standardization is important without violating local rights. Lastly, Dr. Oliver said he would like to see Superintendent Ritz on Board with the program.

V. Adjourn

The committee voted 4-0 to adjourn.