



ESSA Teacher/Leader Effectiveness Subcommittee Minutes

Monday, October 17, 2016 | 1:00 P.M. – 4:00 P.M. | State Capitol – Missouri River Room

Facilitator/Team Lead	Note Taker	
Stefanie Two Crow Gail Schauer	Karla Mittleider	
Meeting Convened	Meeting Adjourned	Breakout Room
1:00 p.m.	3:30 p.m.	Missouri River Room

Attendance

Planning Subcommittee Members

<input checked="" type="checkbox"/>	Nick Archuleta	<input checked="" type="checkbox"/>	Larry Nybladh	<input checked="" type="checkbox"/>	Jeffrey Brandt
<input checked="" type="checkbox"/>	Rebecca Pitkin	<input checked="" type="checkbox"/>	Rod Jonas	<input type="checkbox"/>	David Richter
<input type="checkbox"/>	Amiee Copas	<input checked="" type="checkbox"/>	David Steckler	<input checked="" type="checkbox"/>	Richard Rothaus
<input checked="" type="checkbox"/>	Teresa Delorme	<input checked="" type="checkbox"/>	Jim Stenehjem	<input type="checkbox"/>	Mary Eldredge-Sandbo
<input checked="" type="checkbox"/>	L Anita Thomas	<input checked="" type="checkbox"/>	Robert Lech	<input checked="" type="checkbox"/>	Russ Ziegler

NDDPI Ex Officio Members

<input type="checkbox"/>	Robert Marthaller	<input checked="" type="checkbox"/>	Laurie Matzke	<input type="checkbox"/>	Peg Wagner
<input checked="" type="checkbox"/>	Gwyn Marback	<input checked="" type="checkbox"/>	Mary McCarvel-O'Connor	<input checked="" type="checkbox"/>	Matt Scherbenske
<input checked="" type="checkbox"/>	Kirsten Baesler				

Agenda Items

Welcome	Presenter: Gail Schauer
The meeting objectives were reviewed, everyone present was welcomed and introduced.	

Overview of Agenda	Presenter: Gail Schauer
The agenda was reviewed.	

Overview – Section 5: Supporting Excellent Educators	Presenter: Gail Schauer
Ms. Schauer indicated that Mr. Stenehjem and Ms. Two Crow had presented the update from the last ESSA subcommittee meeting to the large ESSA Committee.	

Tentative Workgroup Timeline	Presenter: Gail Schauer
Ms. Schauer stated the Timeline had been updated.	
Summary of Key Elements of 5.1: Systems of Educator Development, Retention and Advancement	Presenters: Rebecca Pitkin, Jim Stenehjem and Gail Schauer
<p>ESBP Update on Effective Teacher Definition - Dr. Rebecca Pitkin. Dr. Pitkin stated survey data was collected and would be presented to the ESBP Board at their meeting on Thursday, October 20th. Discussion was held regarding increasing flexibility but maintaining excellence. Dr. Pitkin stated licensure and assuring teachers are qualified was one piece out of several in making sure teachers are effective. Dr. Pitkin stated several themes had been drawn from the data: (1) keep the Kindergarten endorsement, (2) grade 7 and 8 qualifications, (3) look at minors, (4) do not make it easier to teach special education, and (5) lower scores on the praxis. Dr. Pitkin stated ESPB had looked at other states including Montana who had just rolled out their new rules. Discussion was held regarding the teacher shortage and that teachers were not willing to move to the rural areas. Discussion was held regarding the educational needs to teach secondary versus elementary. Dr. Pitkin stated she would be able to report more information after the ESPB Board meeting scheduled for Thursday.</p> <p>Leadership Academies - Jim Stenehjem. Mr. Stenehjem reviewed the “Multi-Tiered Leadership Academy” handout. Discussion was held regarding mentorship programs and the lack of understanding of how powerful/important mentoring is. It was stated the principal mentoring program was not as integrated as the teacher mentoring program. Dr. Pitkin stated 626 teachers were in the mentoring program and some of the larger districts were doing their own mentoring. It was stated the mentoring programs were a good investment. Mr. Stenehjem stated that program was for new principals.</p> <p>Recruitment and Retention Task Force Update - Gail Schauer. Ms. Schauer indicated there were 204 teacher positions unfilled in 2015-2016’ and the task force was put together to make recommendations on how to recruit and retain teachers. Ms. Schauer stated the first duty of the task force was to look at data. Discussion was held regarding the various data collected. Ms. Schauer indicated that last year 141 alternative access licenses and 1,412 interim substitute licenses were issued. Ms. Schauer stated schools were coping in different ways, including: (1) removing courses from schedule, (2) long-term substitutes, (3) more students in a class, (4) more electives, (5) combined grade levels, and (5) teachers in residence. Ms. Schauer indicated that schools were using the following methods to recruit teachers: (1) scholarships, (2) paying rent, (3) being flown into ND for interviews, and (4) recruiting retired teachers.</p> <p>Ms. Schauer stated the task force looked at several issues and narrowed their focus down to: (1) planning a statewide marketing campaign and (2) loan forgiveness, scholarships and signing bonuses. After researching the marketing campaign, it was decided that the cost was too high and change would take too long. Discussion was held on the scholarships (students could leave the state after they graduate) and loan forgiveness (going to rural areas and increasing each year). Ms. Schauer indicated the task force was meeting with Senator Flakoll and Representative Nathe on Monday, October 24th with Senator Flakoll and Representative Nathe.</p> <p>Discussion was held on autonomy. Discussion was held regarding the dashboard versus the report card. It was stated the first year dashboard should only consist of what the federal government required. Discussion was held on funding. It was stated a forced choice exercise should be completed and that funding should go to the highest needs schools first. Coaching services for principals was also discussed. Mandating versus supporting programs was discussed.</p>	

Summary of Key Elements of 5.1: Systems of Educator Development, Retention and Advancement	Presenters: Rebecca Pitkin, Jim Stenehjem and Gail Schauer
<p>Discussion Questions. Provided in the Key Questions section of Tentative Timeline handout.</p> <p>Call for Recommendations. The subcommittee members unanimously recommended for teacher and principal mentoring to continue.</p>	

Discussion of Key Elements of 5.2: Support for Educators	Presenter: Stefanie Two Crow
<p>Review of Support for Educators – Stefanie Two Crow. Ms. Two Crow reviewed the handouts entitled “Title II Funding” and “Estimated 2017-2018SY Title II Part A District Allocations for ESSA Planning Committee Purposes Only”.</p> <p>Title II Part A 5% and 3% Set-Aside. Currently, there is a 1% set-aside or approximately \$100,000 for administration by NDDPI and 2.6% set-aside or approximately \$260,000 for statewide initiatives in mentoring, leadership academy, etc. Discussion was held regarding increasing the 2.6% set-aside of Title II funds. Discussion was held regarding the current use of the funds (see chart in handout) and how the funding was determined. It was stated by increasing the percent would affect small districts more than large districts. The subcommittee discussed funding principal mentoring using a graduated schedule. Discussion was held regarding REAs funding being stretched.</p> <p>Discussion Questions. Provided in Key Questions section of Tentative Timeline handout.</p> <p>Call for Recommendations. It was decided the percentages would remain at 1% and 2.6% and that a commitment should be made to new teacher and principal mentoring. It was stated the schools should not have to pay for these programs.</p>	

Discussion of Key Elements of 5.3: Educator Equity	Presenters: Gail Schauer
<p>Highlight 5.3 Educator Equity and ND Equity Plan Homework. At this time, Ms. Schauer reviewed the Equity Plan. It was decided the NDDPI staff should point out any inequities in the plan at the next meeting.</p>	

Q&A and Next Steps	Presenters: Gail Schauer
<p>Highlight 5.4 Performance Management and Technical Assistance for Supporting Excellent Educators. Will be discussed at next meeting.</p> <p>Determine Volunteer to Report Out on October 25, 2016. Mr. Stenehjem stated he was not available to attend the October 25th meeting. It was decided Dr. Pitkin would be asked to present the discussion on the teacher mentoring program, Ms. Schauer would present on the Leadership Academies, Rod Jonas and Nick Archuleta would present on the Recruitment and Retention Task Force, Stefanie Two Crow would present background information on the Title II percentages, and Rob Lech would be asked to present the discussion on Title II set-aside.</p> <p>Create a One-Page Summary. Ms. Schauer and Ms. Two Crow would create the one-page summary. The subcommittee also requested the ESSA presentation State Superintendent Baesler provided at a training.</p> <p>Follow-up Email. An email will be sent which will include: (1) a Doodle poll to determine the December meeting, and (2) minutes of this meeting.</p>	

Adjourn	
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Next Meeting. Large ESSA meeting is scheduled for:					
Date:	October 25, 2016	Location:	Baymont Inn & Suites Mandan, ND	Time:	10:00 a.m. – 3:30 p.m.

Next Teacher/Leader Effectiveness Meeting is scheduled for:					
Date:	November 16, 2016	Location:	Peace Garden Room, State Capitol	Time:	9:00 a.m. – 12:00 p.m.