

The Indian River County District School Board met on Tuesday, September 6, 2011, at 9:00 a.m. The workshop was held in the Teacher Education Center located at the Central Administrative Offices, 1990 25th Street, Vero Beach, Florida. School Board Members attending were: Chairman Matthew McCain, Vice Chairman Carol Johnson, and Board Members: Karen Disney-Brombach, Claudia Jiménez, and Jeffrey Pegler. Dr. Frances J. Adams, Superintendent of Schools, and School Board Attorney Suzanne D'Agresta were also present.

Teacher Appraisal, FASTe System, and PM2 Overview Workshop

- I. Workshop was called to order by Vice Chairman Johnson. Mrs. Johnson announced that Chairman McCain would be a few minutes late.
- II. Purpose of the Workshop – Dr. Adams
Dr. Adams stated that the purpose of the workshop was to bring the Board up to date on the new teacher evaluation system. She also talked about formatting for the summative evaluation system through FASTe and the new State mandate that required new teacher and principal evaluations. Dr. Adams said that for 2011-2012, the process would begin with teachers.
- III. Presentation – Mr. Green/Ms. Roberts
Ms. Roberts started with an overview of the handouts. Marzano Art and Science of Teaching Teacher Evaluation Model *Learning Map*, Domain 1: Classroom Strategies and Behaviors; Domain 2: Planning and Preparing; Domain 3: Reflecting on Teaching; and Domain 4: Collegiality and Professionalism. Ms. Roberts' gave a PowerPoint presentation to the Board as was presented to all principals and administrators. She stated that the new evaluation system would be a constant for professional growth. She said that student issues included re-engaging the whole student. Another change was that teachers could no longer teach in isolation. Ms. Roberts talked about FEAPs (Florida Educator Accomplished Practices) and the State model alignment. Ms. Roberts explained how teachers' effectiveness was measured. She said that the actual evidence had to be observed, rather than implied. Mr. Green interjected that the measurement would be reflected with the FASTe differential effectiveness software. Ms. Roberts talked about the "bucket site" where teachers post evidences and administrators/principals access the evidences in the "bucket site" via an alert system. The information would be strictly confidential between the individual teacher and their administrator/principal. The first nine-weeks would be considered "hold harmless" while teachers and administrators/principals become accustomed to the system. Dr. Adams stated that this was huge. She said that a District Committee looked at this all last year. Dr. Adams said there were still some things being questioned by the Union. Dr. Adams said that the FASTe system would help make sense of all of the gathered information for the teacher evaluation.

Board Members were given an opportunity to ask questions and voice concerns. Ms. Roberts said that there would be different classifications of teachers and that those who were never educated as teachers would have three years to become familiar with the process. Dr. Adams said that they would go through the beginning teacher training offered by the District; but, it would be more formative than was done in the past. Mr. Green said that many of the evaluation questions were just good, teaching practices. Dr. Adams said that it may take three years for the hard-to-measure teacher areas, such as the Nursing Program, because the State was in the process of preparing different tests for these areas. Dr. Adams stated that teachers would be measured on student growth for all students. Students with middle and higher scores would be expected to have growth, as well as the lower-scoring students.

Mr. Green explained what was known as LIIS (Local Instructional Improvement System) requirement. He said that part of the Race to the Top funding was tied to LIIS. Mr. Green talked about the need to integrate PM2, RTTT, and the LIIS data in order to create District reports on student learning trends and to integrate the teacher evaluation information trends. Mr. Green said that FASTe (Formative Action System for Teacher Effectiveness) was a way to manage, store, and create trend reports. He explained by using a “live” example of Observer software. Teachers could also access the system to view the administrator/principal notes. Nothing was hidden. Teachers also had the opportunity to sign up, through the system, for professional development opportunities for areas in which he/she may need assistance. In addition, there were coaches available at all schools to assist teachers.

Dr. Adams mentioned that there was a “value added” model for students. Mr. Green said that this would even the playing field. He said that there would not be a bar set, rather it would be more of an individualized goal and the teacher had an advantage of “value added”, no matter what level students were in the classroom. Mr. Green explained that “poverty” was not allowed as a factor by the State. He said that this model was the best available. Dr. Adams said that Mr. Green was chosen to work with the State and has worked with Performance Matters. Dr. Adams said that she would report back to the Board at the end of the school year on school trends and give an update on the evaluation process. Mrs. D’Albora said that teachers still had to be mindful of the student who was capable of higher expectations above the level being scored. Dr. Adams stated that the relationship piece was immeasurable. In closing, Dr. Adams stated that yesterday the District’s Teacher Appraisal System received full State approval.

V. Adjournment – Chairman McCain

With no further discussion, the workshop adjourned at approximately 11 a.m.