Performance Evaluation Advisory Council Meeting

Friday, January 23, 2015
10:00 a.m.–3:00 p.m.

Meeting Notes

Members Present: Dr. Rich Voltz, Stephanie Bernoteit, Jodi Scott, Kurt Hilgendorf, Michelle Standridge, Kristen Adams, Stephen Ponisciak, Vince Camille, Jason Helfer, Dr. Diane Rutledge, Joseph Matula, Dawn Conway, Audrey Soglin, Dr. Gail Fahey, Ben Boer

Present Through Telephone: Randy Davis (Performance Evaluation Advisory Council); Steve Fouts (Chicago Public Schools); Wendy Surr (Midwest Comprehensive Center)

Observers Present: Rachael Trimble (Midwest Comprehensive Center); Brad White (Illinois Education Research Council); Terri Carman (Consortium for Educational Change); Dennis Williams (Illinois State Board of Education); Janet Tate (Illinois Education Association); Amy Alsop (Illinois Federation of Teachers)

Facilitators Present: Rebecca Bates, Larry Stanton, Gretchen Weber, and Meghan Zefran (American Institutes for Research [AIR])

I. Approval of December Minutes

Dr. Diane Rutledge called the meeting to order at 10:07 a.m.

Dr. Diane Rutledge called for the approval of the December minutes. Kurt Hilgendorf motioned to approve and Jodi Scott seconded. Minutes were approved.

II. Welcome, Updates, and Announcements

The Illinois State Board of Education (ISBE) shared that the Coordinating Council of the P-20, a governor-appointed council that makes recommendations on statewide education systems, brought up the possibility of delaying the implementation of the Performance Evaluation Reform Act (PERA). ISBE will gather data for further information. ISBE would like to survey early implementing districts to see what support they may need. With two additional questions, the implementation survey that the Implementation Subcommittee developed can be used to gather this information.

Audrey Soglin shared that the Coordinating Council of the P20 also sent an implementation survey to Illinois districts, so it will be important for the Performance Evaluation Advisory Council (PEAC) to differentiate its implementation survey.
Dr. Gail Fahey shared questions generated by DuPage Regional Office of Education districts on issues districts face that are not clear in PERA; districts need support to interpret the PERA language. Districts are hoping PEAC may be able to provide samples of measurement models and guidance on issues of fairness. PEAC members discussed how growth measures affect staff members who are on teacher contracts, but who may not work directly with students or who have minimal contact with students. ISBE will examine the questions generated, but it acknowledged that many of the issues around the questions are decided at the joint-committee level. Members discussed that some joint committees are now approaching these issues and making local decisions.

III. Illinois Education Research Council (IERC) Update

Brad White (IERC) updated PEAC on the Westat/IERC research study, and he addressed three key points. The first point is a change in the tone of the study from technical to practical and a move to focus on responding to how PERA implementation is working. Second, the study will focus on four areas (implementation and fidelity of implementation, student growth and assessment, professional development, and what can be learned from the principal evaluation experience that can be applied to the teacher evaluation experience). Third, IERC would like to broaden the sample of districts represented in the study. White asked members to share contacts from districts that are having success with PERA implementation.

IV. Implementation and Evaluation Design Committee Meetings: Final Preparation of Committee Reports to PEAC

The committees broke into separate meeting groups.

V. Implementation and Evaluation Design Committee Presentations

Kurt Hilgendorf presented for the Implementation Committee. The committee discussed the implementation survey. The discussion focused on who the audience of the survey is, what data PEAC will gather, and what the timeline is for conducting the survey. The committee plans to send the survey by the middle of February, after which time AIR will synthesize the information gathered in the survey. The target audiences for the survey are those who make up the joint committees or those who have roles in determining the evaluation process. The survey will be sent to all school districts.

Audrey Soglin presented for the Evaluation Design Committee. The committee shared the current draft of Recommendations for Supporting Evaluators of Teachers, Principals, and Assistant Principals with the full PEAC and asked for feedback. In addition, the committee discussed summative rating models and plans to draft a document with guidance to support making decisions about summative ratings. The committee will invite a presenter to speak on current information for Balanced Assessment at a future meeting.

VI. Lunch

VII. Communication Committee Meeting

The Communication Committee identified three priorities: (1) facilitate presentations to increase awareness of existing PEAC guidance; (2) work with stakeholder groups to
organize regional evaluation summits; and (3) develop a proposal for foundation support for additional communication activities or products, including evaluation briefs and videos highlighting best practices in districts and collecting and communicate information on successful practices from Race to the Top—implementing districts. The committee decided to focus this meeting on Priorities 1 and 3.

For Priority 1, Vince Camille created a slide presentation with an overview of PERA. He asked PEAC for feedback on the presentation.

For Priority 3, Ben Boer shared that he had recent conversations with the Joyce Foundation, and it is open to a proposal to help fund PEAC communication efforts. PEAC needs to narrow the goals it intends to achieve through communication efforts and be creative in achieving those goals. The focus of the communication may be to increase the awareness of existing PEAC guidance. PEAC may need to solicit ideas and estimate costs to write and then submit a proposal to the Joyce Foundation.

Jodi Scott shared that PEAC might need to take some basic steps in the meantime to share information now. One option is to begin with some of the short-term activities and immediate steps that need to be taken to implement PERA. Audrey Soglin added that communicating through the representative organizations of PEAC may reach more people, as it may be more difficult to communicate to a larger audience. PEAC members indicated the need to have a central voice for communication, but that communication may be disseminated through the member organizations. In this fashion, the message remains consistent, but it will be delivered by organizations. Audrey Soglin suggested cobranding so that the audience is aware that its organization is part of the communication.

Ben Boer shared that seeking information on digital communication may be helpful. Jason Helfer suggested that the digital sharing should originate from PEAC and then be sent to people to increase awareness and use of the guidance documents available. Jodi Scott added that creating links associated with topics within digital communication will help guide people to the available documents. PEAC members asked whether communication also could include information that spotlights districts that are implementing portions of PERA well to provide examples for other districts. Ben Boer will follow up with the Joyce Foundation about communication possibilities.

Larry Stanton shared a document from the Implementation Committee for the members of PEAC. The document contained questions for members to ask their representing organizations about current practices with PERA.

**VIII. Planning for February**

The PEAC members provided feedback on the webinar format from December. Meghan Zefran clarified the expectations of PEAC members for attendance; members need to attend their own committee meetings and the Communications Committee meeting.

Members have the option of attending the third committee meeting. Members shared the webinar format worked. For future webinars, one invitation will be sent that includes an agenda for each of the three committees and all necessary documents.
PEAC members made a request for additional time within subcommittees for the next face-to-face PEAC meeting.

The following will occur for the February PEAC webinar:

- AIR will research and provide information about cost analyses for implementing components of teacher evaluation.
- AIR will update the statewide implementation survey, confirm revisions with ISBE, and enter survey items into SurveyMonkey for distribution by ISBE.
- AIR will update the implementation questions based on collected feedback from PEAC. The final document will be shared with PEAC organizations.
- AIR will finalize the *Recommendations for Supporting Evaluators of Teachers, Principals, and Assistant Principals* guidance document.
- The Evaluation Design Committee will develop draft guidance on summative scoring and invite ISBE to speak on balanced assessment.
- The Implementation Committee will discuss how to provide opportunities for joint committees to connect and help each other with decisions.
- ISBE will review questions from Dr. Gail Fahey and provide responses.

**IX. Public Comment and Adjournment**

No public comment.