Performance Evaluation Advisory Council Meeting

Friday, February 27, 2015
Webinar, 10 a.m.–1 p.m.

Meeting Notes

Observers Present: Vince Camille (Illinois State Board of Education [ISBE]), Mary Jane Morris (Consortium for Educational Change), Wendy Surr (Midwest Comprehensive Center)

Facilitators Present: Cassandra Meyer, Larry Stanton, and Gretchen Weber (American Institutes for Research [AIR])

Evaluation Design Committee Meeting
10 a.m.–11 a.m.

Members Present: Kristen Adams, Ben Boer, Christi Chadwick, Dawn Conway, Dr. Jason Helfer, Steven Isoye, Dr. Joseph Matula, Dr. Stephen Ponisciak, Dr. Diane Rutledge, Audrey Soglin

I. Review of Previous Meeting Notes

II. Old Business

• Recommendations for Supporting Evaluators


• Response to the October 7, 2014, Stakeholder Letter Regarding:
  ▪ Question 1 (Reviewing Draft Guidance on Summative Ratings of Practice)

    The draft response was written by Kristen Adams, Audrey Soglin, and Larry Stanton.

    Ben Boer recommended that the title should reflect that this document is guidance for the summative ratings of practice (not for overall summative ratings).

    Christi Chadwick noted that the term “bad practice” is used. Although the authors intended that language to be very direct, they agreed that a citation to support the
point would be good. Ben Boer noted that it might be useful to add examples of how professional practice ratings could be combined.

Feedback on this draft is due to Audrey Soglin and Kristen Adams by March 6, 2015.

- **Response to the October 7, 2014, Stakeholder Letter Regarding Initial Discussion of:**
  - **Question 2 (Determining Next Steps for Teachers Who Perpetually Receive Needs Improvement Ratings) and**
  - **Question 3 (Clarifying Content and Implementation of Professional Development Plans for Needs Improvement Ratings and Clarifying How Those Plans Differ From Remediation Plans for Unsatisfactory Ratings)**

Audrey Soglin explained the two issues. She suggested creating separate decision rules for teachers who receive several needs improvement ratings. She also described how professional development plans differ from remediation plans.

Dr. Diane Rutledge confirmed that the goal would be for a teacher to get help and improve.

Larry Stanton suggested that if teachers receive a needs improvement rating for two to three years in a row, they then may receive an unsatisfactory rating. Dr. Diane Rutledge agreed that such teachers would be held to a different standard because of their lack of improvement.

Audrey Soglin noted that this issue might be connected to Question 1 (determining next steps when teachers receive an overall needs improvement or unsatisfactory rating) because that score is based on one component.

The committee will brainstorm an approach to these issues in March.

- **Balanced Assessment Update From ISBE and Planning for the March Performance Evaluation Advisory Council (PEAC) Presentation With Districts**

Ben Boer explained that several districts were working with ISBE on assessments related to implementing the new evaluation system. There is no perfect answer, but conversations with Dr. Diana Zaleski (of ISBE) indicate that some districts have had strong implementation.

A representative from Urbana School District 116 will be invited to speak at the March PEAC meeting to share experiences from this assessment inventory. At PEAC’s request, ISBE will invite a union leader to join the district leader in presenting to the entire PEAC committee.

### III. New Business
IV. Next Steps

PEAC’s Evaluation Design Committee members will review the draft response to Question 1 and send feedback to Audrey Soglin and Kristen Adams by March 6, 2015. Ben Boer will draft examples of how professional practice scores can be combined into summative ratings. Audrey Soglin and Kristen Adams will add references to the research and examples.

For the March PEAC meeting, ISBE and AIR will arrange a presentation from a district leader and a union leader from Urbana School District 116 on updates regarding balanced assessment. In addition, Dr. Diana Zaleski will join the presentation.

PEAC’s Evaluation Design Committee will brainstorm responses to Question 2 and Question 3 at the March meeting.

V. Public Comment

There was no public comment.

Communications Committee Meeting
11 a.m.–12 p.m.

Members Present: Kristen Adams, Amy Alsop (attending for Michelle Standridge), Stephanie Bernoteit, Christi Chadwick, Dawn Conway, Paula Crane, Dr. Gail Fahey, Dr. Jason Helfer, Steven Isoye, Dr. Joseph Matula, Dr. Stephen Ponisciak, Dr. Diane Rutledge, Jodi Scott, Audrey Soglin

I. Approval of January Meeting Minutes

Dr. Jason Helfer asked for approval of the January PEAC meeting minutes. Dr. Diane Rutledge made a motion to approve them, and Dawn Conley seconded it. The minutes were approved.

II. Announcements

Dr. Jason Helfer reported that the link to the implementation survey was sent in the superintendent’s newsletter. The link was sent to the Illinois Education Association (IEA), Illinois Federation of Teachers (IFT), and Illinois Principals Association (IPA) and other organizations. Larry Stanton noted that the survey would close around the time of the March PEAC meeting and that the data would be available in April.

For those not part of the Evaluation Design Committee, Larry Stanton announced that the final guidance document on support for evaluators, Guidance: Recommendations for Supporting Evaluators of Teachers, Principals, and Assistant Principals, is posted on the PEAC website at http://www.isbe.net/PEAC/pdf/guidance/15-1-evaluator-support.pdf.
III. Old Business

- **Discuss Use and Dissemination of the PERA PowerPoint Deck**

  The current Performance Evaluation Reform Act (PERA) slide deck ([http://www.isbe.net/PEAC/ppt/peac-pera_slides.pptx](http://www.isbe.net/PEAC/ppt/peac-pera_slides.pptx)) includes all information about the law. PEAC members noted that they liked the references to the Illinois Administrative Code and the links to documents. Steven Isoye noted that it is a long PowerPoint and a great document to have online; when he used it, he modified it (removing some of the history) before using it and provided the group with a printed copy of the modified version. Larry Stanton suggested that members who have used this PowerPoint and modified it should share those new versions with Vince Camille.

  At Amy Alsop’s suggestion to add discussion questions, Dr. Jason Helfer invited her to develop questions for inclusion in the PowerPoint.

- **Update on Status of Efforts to Obtain Funding to Support Communications**

  Ben Boer reported that the proposal for grant funding through the Joyce Foundation would need to be done by March 6, 2015. The goal would be to fund a periodic newsletter to districts, in hope that committee members also would send it out. The funding would support an individual or organization to create the newsletter, which would include synopses of created documents and be aligned with the decision-making process of joint committees. Editorial control would rest in the hands of ISBE.

  A committee member asked who would be the fiscal agent for the grant. Advance Illinois does not want to be the fiscal agent and is looking for someone to be the fiscal agent for the grant. Ben Boer said he would appreciate thoughts and feedback on the grant proposal.

  Dr. Jason Helfer suggested adding the following to the proposal: questions from the field and the “questions and answers” section.

  Ben Boer clarified that PEAC would create an agenda of topics for the newsletter and that PEAC members could make contributions.

  Amy Alsop stated that she would talk about this with IFT leadership. Also, she said that she was unsure if a newsletter would meet the needs of joint committees.

  Ben Boer clarified that the newsletter is not intended to replace facilitation of joint committees. PEAC members discussed how the newsletter would provide support to districts in a relatively common path and be a pertinent resource.

  Dr. Jason Helfer noted that he has a report on the number of site visitors to the ISBE website, which might provide information as to which resources individuals are finding most useful.
IV. New Business

PEAC members reported no immediate communication needs.

Larry Stanton reported that the Implementation Committee conducted a survey that might be useful to the Communications Committee. Larry Stanton will present the results to the full PEAC at the next PEAC meeting.

Larry Stanton noted that it would be useful to have a process for posting documents from other sources on the PEAC website. PEAC members noted that they would have to have criteria for deciding which documents to post. AIR will draft a set of criteria for the committee to consider at the next meeting.

V. Next Steps

VI. Public Comment

There was no public comment.

Implementation Committee Meeting

12 p.m.–1 p.m.

Members Present: Stephanie Bernoteit, Dawn Conway, Dr. Gail Fahey, Dr. Hector Garcia, Kurt Hilgendorf, Dr. Joseph Matula, Dr. Diane Rutledge, Jodi Scott

I. Review of Previous Meeting Notes

II. Old Business

- Implementation Survey

  Dr. Jason Helfer explained that the implementation survey link was sent out this week through the superintendent’s weekly e-mail to IEA, IFT, IPA, and other organizations for further distribution.

  Several PEAC members reported that they had sent out the link with a note about who should reply. The link also will be repeated in next week’s superintendent’s e-mail.

- Cost Analysis of Implementing New Teacher Evaluations

  Gretchen Weber explained two reports by AIR on the cost of implementing new teacher evaluation systems. PEAC members noted that the breakdown of funding sources was interesting to consider and discussed the ongoing costs of implementation. Stephanie Bernoteit pointed out that any estimates on the cost of implementation would be conservative, likely an underrepresentation of costs, considering that PERA has direct and indirect costs, such as costs for student data systems.
Dr. Jason Helfer will try to identify Illinois districts that have implemented a new teacher evaluation system. He will talk with the data division at ISBE to get information on the direct costs of implementation. ISBE will reach out to several districts—including rural, suburban, and urban districts—and ask how costs have been resourced and the degree to which early adopters drew on external resources or integrated existing resources.

- **Status Report on Evaluation-Related Illinois Administrator’s Academy Courses—ISBE**

Larry Stanton stated that Dennis Williams attended the PEAC meeting in January to describe how Illinois Administrator’s Academy (IAA) courses support PERA and asked PEAC members what they would like to learn from him. Dr. Gail Fahey noted that the list of IAA courses related to PERA was inaccurate in several cases. When Dennis Williams attends the March PEAC meeting, PEAC would like him to describe how academies are approved for PERA.

- **Review Responses From Stakeholder Organizations on PERA Support, and Identify Next Steps**

Nine organizations responded to the survey for support providers. The results showed that PEAC organizations are using the PERA-developed resources. The results of this survey and the data of website hits provided by Dr. Jason Helfer could be useful to the Communications Committee.

PEAC members agreed that it would be useful for all Regional Offices of Education (ROEs) to respond to this survey. Jodi Scott will send the survey link to the ROE president, who will then send it to each region.

PEAC members discussed the foundational services that all ROEs are providing on PERA. Although foundational services are intended to be consistent across ROEs, Amy Alsop reported that sometimes there are variations.

**III. New Business**

- **Connecting Joint Committees**

Committee members would like to wait to discuss this issue of connecting joint committees until they see the statewide implementation survey data.

**IV. Next Steps**

AIR will send the link for the survey for support providers to Jodi Scott. She will send this link to the ROE president, who will send it out to all of the local ROEs to complete by Thursday, March 19, 2015.

ISBE and AIR will contact Dennis Williams about attending the March meeting to discuss IAA work.
AIR will share relevant information from the PERA communication and professional development survey with the Communications Committee at the March PEAC meeting.

Dr. Jason Helfer will look into getting information on the cost of PERA implementation from three to five representative Illinois districts.

V. Public Comment

There was no public comment.

VI. Plus/Delta

Kurt Hilgendorf stated that as PEAC uses the platform more frequently and implements the norms more consistently, the webinars will work more smoothly.