

Kentucky Teacher Effectiveness Steering Committee
May 31, 2012
Webinar Meeting

Attendees Present: Shirley LaFavers, Kathy Donaldson, Kandie McDaniel, Marie McMillan, Brenda McGowan, Dara Bass, Mary Ann Blankenship, Ronda Harmon, Robert Brown, Tammy Berlin, Stephanie Winkler, Karen Oxendine, Ray Spahn

KDE: Felicia Smith, Michael Dailey, Cathy White, Olivia Willoughby

Facilitator: Felicia Smith

Welcome and Overview of the Agenda

Felicia Smith welcomed individuals to the meeting and reviewed the meeting agenda.

Steering Committee Charge

Felicia reviewed the concerns expressed during the last steering committee meeting in relation to the KY framework and the Danielson 2011 framework. She stated members were given time to familiarize themselves with the Danielson framework. She reviewed the charge to KDE from the SC:

- Provide comparison documents to inform the use of the Danielson 2011 Framework.
- Listen to the field and gather data to help inform a decision to move to the Danielson 2011 Framework.

Related Steering Committee recommendations:

She reviewed the SC recommendations from previous meetings:

December 16, 2011 (Teacher Effectiveness Steering Committee)

- Recommendation: Change the framework format to address the emptiness of the performance descriptors.
- Recommendation: Use the Danielson observation tool for the 1st two domains of the Kentucky framework where there are observable behaviors.

January 10, 2012 (Teacher Effectiveness Steering Committee)

- Recommendation: The steering committee recommended that the framework return to a format that includes descriptors for all performance levels.

- Recommendation: Retain language and move forward with what we have with the caveat to gather feedback on Domain 4.1. Focus on the student growth domain and descriptors. Put in place a process to have knowledgeable people giving feedback

January 17, 2012 (Teacher Effectiveness Steering Committee)

No recommendations made.

March 26, 2012 (Teacher Effectiveness Steering Committee)

- Recommendation: Create a subcommittee to focus on the non-tested area. Extend to members here and others.
- Recommendation: Create a subcommittee to focus on special education issues. Include someone from OAA. Extend to members here and others.
- Recommendation: Remove PAR process from this version of the regulation. It will be added later.

Felicia stated that the most significant recommendations were to look at the format again and to begin an overview around the direction of moving to a new framework. She stated that members had expressed the desire to have a completely aligned system as we move forward with training.

Michael reviewed the document detailing the crosswalk between the Danielson framework and the KY framework. He stated the Danielson 2011 framework contained four domains (Planning and Preparation, Classroom Environment, Instruction and Professional Responsibilities) with four performance levels (Ineffective, Developing, Accomplished and Exemplary).

Should KDE choose to use the Danielson framework, the performance levels will change to KY's performance levels of Exemplary, Accomplished, Developing and Ineffective and that a student growth domain would be added.

He stated that Kentucky's existing multiple measures are supported in the 2011 Danielson framework, and that Characteristics of Highly Effective Teacher and Learning are well articulated. The Danielson Group also provided a crosswalk with the new InTASC Model Core Teaching Standards.

Based on the overview presented, Felicia stated we need a recommendation from the SC on the use of the Charlotte Danielson 2011 framework. This important decision will help with next steps for summer training and the extended field test. We have preliminary feedback from our focus groups from the initial field test participants who have indicated the same concerns or questions about the framework while also wanting to make sure the state is in step with the most current research in the field. We have been in constant contact with our state agency peers and are learning from the work that is going on in other states and the Bill and Melinda

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**All action items are underlined and recommendations are bolded.*

Gates Foundation, Measuring Effective Teachers project. We also believe we have taken into account what KY teachers and leaders have said about moving forward and making the most informed decision based on design and implementation of a new state-wide effectiveness system.

Felicia indicated that members will be polled. A SC member asked if a motion was needed and submitted the following recommendation:

Recommendation:

- **I strongly direct the Department to move from the KY framework to the Charlotte Danielson 2011 framework and make the appropriate adjustments to the work we have done to this point.**
- 11 yes votes were recorded with two individuals not recording a vote. The recommendation was adopted by a majority of SC members.

Next Steps:

Felicia stated that the next SC meeting is scheduled for June 13 and 14. KDE is drafting a Communications Plan, and we have an intensive summer training schedule coming up.

- SC member: Some superintendents are already pushing parent communications. This is a concern when the system is not operational and final.
- Response: Felicia stated that KDE should develop a myths and truths paper about the system. This is a great recommendation and will be incorporated into the Communications Plan.
- SC member: It would be helpful if a timeline is also communicated.
- SC member: My superintendent is very happy that the SC is taking its time and commends members for trying to get it right.
- SC member: Some superintendents are trying to get a head start. The commissioner needs to pull the reins back and state that some of the early practices are inappropriate at this time.
- Response: The roadmap to be developed will point back to what is happening now.

Felicia stated that as we travel through the state, we are hearing that we are moving in the right direction. We appreciate your involvement in this work. We will send out a follow-up message from this meeting to all members and will share the crosswalk and give you access to the Danielson 2011 framework.

The webinar meeting adjourned at 12:00 noon.