

Local Reward Advisory Council

August 7, 2012

Chamberlain, South Dakota - South Dakota Hall of Fame

In attendance: Nick Gottlob, Dr. Tim Mitchell, Jarod Larson, David Haagenson, Neil Putnam, Amber Stout, David Pappone, Brett Distel, Tim Pflanz, Joann Stephens, Mary Williams, Tanya Czepull, Tami Hummel, Mary Schneider

Not in attendance: Becky Lockwood

- Welcome
- Introductions
- Overview of the Minutes
- Overview of the Agenda
- Local Reward Advisory Council Goal
  - Develop model plans (through a Menu of Choices) that districts across the state can utilize to positively impact student achievement while financially incentivizing teaching based on the following:
    - 1. Criteria set forth in HB 1234
    - 2. Educational best practices
    - 3. Research
  - Objectives for the August 7, 2012 Meeting
    - Increase and strengthen knowledge through research on how other states are incentivizing teachers.
    - Discuss and develop the Menu of Choices that will drive local teacher reward plans.
    - Discuss important dates.
  - Presentation on the Teach ProComp (Denver Public Schools Program) by Dr. Tim Mitchell
  - <http://denverprocomp.dpsk12.org/> (Link to ProComp webpage)
  - Large group discussion on Teacher ProComp
    - Strengths
      - funded by 2 private organizations
      - passed a \$25 million levy
      - has to be enough to incentivize growth
    - Weaknesses
      - how would something similar accommodate all of South Dakota's schools?

- Lunch Break
- Large group discussion on the Menu of Choices that will drive the local plans
- needs to provide a framework
- needs to provide samples for districts

#### Student Achievement/Growth-

--building wide, group &/or individual incentive

#### Leadership-

##### **--building leadership and professional leadership**

- teachers need to be rated as proficient or distinguished to qualify
- knowledge of skills (NBCT, Masters in content, etc.)
- going above and beyond normal responsibilities (department head, data committees, etc.)
- multiple components
- professional learning aligned with district goals that impacts student growth
- ensure state money doesn't supplant district money

#### Market Based Needs of School District-

- some decisions need to be left at local level
- high need and hard to staff consideration
- comparability-Title I vs. non-Title I schools
- transparency?-give suggestion as to poverty level
- describe the process

- We know what areas will be included in the Menu - what are other key components that must be included?
- How will the Menu of Choices be incorporated with the application?
- What computer software should be used to deliver the Menu of Choices?
- Others questions or thoughts?

- Large group discussion on article Current State Policies That Reform Teacher Pay (Read prior to August 7th meeting)

- [http://www.americanprogress.org/issues/2007/11/pdf/teacher\\_pay.pdf](http://www.americanprogress.org/issues/2007/11/pdf/teacher_pay.pdf)

#### Comments

--sustainability concern

--system of multiple evaluators?

--our plan should have these elements

-ongoing, job embedded PD; multiple measures of teacher performance; objective measures of student achievement; and incentives available to all teachers at a school

- Review of Important Dates / Timeline as outlined in legislation

--Provide report to SD Legislature no later than 1/15/13

-ensure sample plans are available to education community before January 2013 for comments and review

- 1/31/14-Local Reward Applications are due
- 3/15/14-Oversight Board must review applications by 3/15/14
- 4/1/14-Notice of Accepted or Rejected
  - If Rejected, a district has 3 options
  - Opt out
  - Use Model Plan
  - Top Teacher Reward

#### Financial Dates

5/1/14-No later than May 1<sup>st</sup> will the department distribute \$5,700 per eligible position to each district

9/1/15-No later than September 1<sup>st</sup> all funds from the previous year must be distributed

#### Important Contract Date Info

Prior to contracts being issued-notify teachers of their ineligibility for top teacher reward and supply a copy of the local teacher reward plan to each individual

--what if districts offer contracts in March?

--Question for DOE-Can a district supply staff with the plan prior to its approval?

o September (Date TBD by the majority of the group)

• Future meeting dates

October 3<sup>rd</sup> - 9 a.m.-4 p.m. at MacKay Building, Pierre

October 24 (tentative)

Next meeting-menu of choices and software