

PERA Committee
Meeting Minutes
Monday, August 11, 2014
1:00pm – 2:30pm

Present: Adam Larsen, Kip Crandall, Ranae Leamanczyk, Andrew Nelson, Ann Tilton, Jeff Donmeyer, Jim Spratt, (Observer), Jennifer Youngren (Observer)

BEGIN: 1:08pm

1. No Review of Minutes done, as we have not had a formal meeting this summer.
2. Discussion of getting access to state model of evaluation tool incorporating PERA. We have heard rumor that it may be a fairly solid model.
3. Teachers will need to have 3 RCD units developed this year and two units piloted.
4. Began to go through Leamanczyk's pre, mid, and post assessments and it was decided that in order for an administrator to be able to fairly evaluate a teacher's assessment, they are going to need more information about the RCD unit. It would take an incredible amount of time for principals to look through every unit that is attached to the teacher's assessment. Which stemmed off to the following discussion:
 - What does RCD concern: Test Data? RCD Units? Both?
 - What if departmental teams met first and looked over one another's assessments and rubrics, then approved or help improve them. Administrators agreed that they would trust that the assessment is a good one if the teacher's department signed off on it.
 - Crandall pointed out that administrators are not content experts in every area so it would be vital to have something like this in place.
 - As a result, there will have to be a shift in the content of pre-observation meetings in that teachers will need to come prepared with the unit, assessment and rubrics they will be using, so they can clarify where standards and essential questions are being addressed in their unit as well as in the assessments, if asked to do so.
 - What about singletons at the high school? Who will look over their assessments? They do not really have departments for their area. Can RCD experts look at the format of their assessments and offer suggestions or approval?
 - Difficult to jam all of the frontloading of information into the first of the year.
 - We will still follow through with our plan even if we see problems along the way. We have another year to tweak.
5. We will pilot using the current RCD Assessment evaluation tool.
6. Concerns:

- What will final document breaking down a teacher's evaluation including PERA look like? We are looking at 30% of the evaluation to be student growth and 70% based on Danielson.
- Decided what we administration will share out at the next day's faculty meetings.
- Perhaps we should have a DLR and HS observer at our meetings.
- The key thing to remember is that we as teachers, and as a district still have control over our own evaluation to show growth.

7. Future Schedule:

- Meet every 2 weeks from 3:30-4:30pm. Next two meetings will be August 25th and September 8th

END: 2:30pm