

Teacher Quality Committee
November 27, 2007
4:15 p.m. High School Library
Meeting notes

The meeting was called to order at 4:25 p.m. by Robin Spears. The following members were in attendance: Robin Spears (Superintendent), Matt Meendering (High School Principal), Jenni McCrory (Elementary School Principal), Amanda Buse (Elementary School Instructor), Wendy Roder (Elementary School Instructor), Jim Gude (Middle School Instructor), and Sherrie Zeutenhorst (High School Counselor). Cindy Barwick (Middle School Principal) was absent.

Mr. Spears reviewed the purpose of the committee meeting and the agenda items. He then indicated that we need to decide how we ought to spend the \$36,000 allocated to our district as a result of Senate File 277 Student Achievement and Teacher Quality Program.

The purpose of the Teacher Quality Committee is to:

- Monitor the implementation of the Student Achievement and Teacher Quality Program
- Determine the use of the professional development funds
- Monitor the professional development in each building
- Make recommendations to the school board regarding the use of market factor incentives
- Monitor teacher evaluation requirements with a focus on teacher improvement toward the Iowa Teaching Standards and Criteria

Mr. Spears calculated that \$36,000 could pay instructors for two full days of inservice, with \$785.66 left over. He then discussed possible ways the two full days could be added to the current school year. First of all, they could be added to the end of the school year (May 19 and 20). Another idea would be to allow teachers to log hours on their own or in a study group. He also indicated that we could break up one day into smaller parts or partial days of inservice. Mr. Spears emphasized that whatever we do, we must try to improve student learning and that we must have an impact on student achievement. He then outlined the necessity to address district, building, and individual teacher needs.

Matt Meendering indicated that high school teachers have indicated an interest in observing other teachers teach to gain new ideas or to reinforce what they are already doing.

Jenni McCrory also indicated that whatever we do, teachers must be able to demonstrate that what they learn will impact student learning and achievement. She also voiced a concern on how valuable May 19 and 20 would be when tacked onto the end of the school year.

Jim Gude indicated that he would appreciate some alone time to be able to evaluate what he is currently doing to impact student achievement. Sherrie Zeutenhorst also indicated that her needs are unique and sometimes different than those of instructors and would appreciate time to work toward professional development goals. She also indicated that there are diverse needs among the teaching staff and so it would be beneficial to allow teachers the flexibility to work on individual goals.

After some discussion, the group reached a consensus that one full day of inservice will be conducted on May 19 focusing on district and building goals. Then, teachers will be given the other full day (eight hours) to use toward individual professional goals.

These hours can be conducted anytime between January and the end of the school year. Teachers will determine an individual or group project in line with their own professional development goals and will produce a product to demonstrate their learning which will be handed in to their building principal.

Consensus was also reached that the remaining \$785 will be divided between the four instructors serving on the Teacher Quality Committee as compensation for their time.

Robin Spears indicated that two checks (one in December of 2007 and one in June of 2008) will be issued to the teaching staff on a per diem basis.

The next Teacher Quality Committee meeting date was set for Thursday, December 6 at 4:15. Items on the agenda include teacher evaluation and market factor pay.

The meeting was adjourned at 6:15 p.m.