

IPAT Meeting Minutes

Thursday, November 30, 2017

In attendance: Dawn Walker, Pat Barber, Evan McCarthy, Shirin Gibson, Anthony Losada, Kim Organeck, Michelle Romeo, Kara Carney, Mike Rios, Carl Auckerman, James Horner

Review the minutes from the last meeting 10/24/2017. Moved ALosada. 2nd MRomero. Motion carried.

Teachers hired mid-year

ALosada: Never saw motion in minutes from last time

Teachers OK to give IPS score and go to

PBarber: Can have 2 observations in 2nd semester by law

ALosada: Hire teacher now – no observations in 1st semester

PBarber: Define cycle for teacher came mid-year

ALosada: Mid-year cycle A

MRomeo: Don't have time to look data over/PDP piece

PBarber: Principals aware keep goals manageable/keep thinking timeline different for teacher hired mid-year

JHorner: After March difficult

ALosada: Came in 4th quarter/impossible to

PBarber: Finish by May 15th for principal

SGibson: Freeze hire @ spring break

PBarber: Cut-off date when do program rep February, says Feb 1st – anyone hired before February can keep in cycle 1A

MRomeo: Can do observation in place of initial

ALosada: 2 observations each quarter

PBarber: Reasonable?

A=initial and 3 walks

ALosada: So 2 observations with at least 1 walk thru

PBarber: How to keep principals make goals manageable

All professional goals

ALosada: Principals already working with new teacher and make reasonable goals

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Don't make down to 1 goal to be highly effective

MRomeo: Keep to 2 goals; but probably will focus on 1 goal

Anyone hired prior to February 1st on an A1

ALosada: December 1st - February 1st hired on an A1

PBarber: November 15th - February 1st Hired on an A1

No initial screen, just 2 observations and 2 walks (1 minimum walk)

PDP adjusted

Initial screen with in 1st 30 days; 2 walks

ALosada: After February 1st - do whatever fits; get initial at least

PBarber: Tony Losada will check on it with Performance Matters

Student Growth Ratings 17/18

PBarber: Look at differences on chart

Elementary coach walk

Changes on elementary

Doesn't hurt anyone

EMcCarthy: 16% higher and 34% lower

PBarber: Not in favor of anyone going down; 4th & 5th VAM

EMcCarthy: School VAM & add in iReady drops 1/3 of teacher rating

PBarber: Meeting today/results of model

Released from using state VAN

MRomeo: Other districts do it similar

EMcCarthy: Other districts do it similar/learning gains

SGibson: Calculations and how calculated before board

Board doesn't want to know how

Evan decided calculations based on PB

PBarber: Problem is dealing with unfair law; no way have effort of teacher in classroom effect scored

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Student growth score not make impact but iPat score is what you can do

Score not reflected in classroom 40% up/9% down

EMcCarthy: Taking away state VAM and adding student VAM

ALosada: What do we tell teachers?

PBarber: No answer; work on iPat

2 blocks on Elementary/coordinator needs to come off

Big difference change state VAM to student VAM

Process to determine rating

STEM teachers go school VAM

5th grade science teachers got 5th grade VAM

Based on 3 year score

No consistent in code names for teachers

MRomeo: If all teaching math; low scores

Under Elementary teacher get

If only teaching math

By chorus roster

PBarber: Issue is at school/registrar has them properly registered

Struggle with how registrars register teacher courses

Click on wrong class, effects score

Roster verification very important to score

Middle School

PBarber: Model to get ratings

EMcCarthy: Modeling will mostly raise scores

SGibson: Algebra I score only 8th grade

PBarber: State not give 7th grade algebra scores

Asking for 7th grade to count

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EMcCarthy: Improve ratings for teacher

PBarber: Only MS who have Math & Reading coaches are title I

High School

PBarber: Making sure retakes, English III and Intensive

Any other changes?

SGibson: Send out to teachers when finalized

PBarber: Tony Losada send to Principals and Kim Organeck

PBarber sends to teachers

EMcCarthy: 3 separate links – one EL, one MS, and one HS

PBarber: People don't look at information instead when they are impacted

2 groups don't deal with before Credit Recovery and Horizon

Investigating with other districts how they deal with

Use point system for Credit Recovery/Horizon

Credit recovery - % of points they recover

Figure whatever want to do

People in own school doing credit recovery

CAuckerman: Has 1 credit recovery teacher doing 6th period; average 25/per person

PBarber: Option to use scores from Odysseyware for credit recovery student

TL pull information on credit recovery to see if stats will help scores

How can build fairness to scores considered the conditions working in

ALosada: Horizon tough situation

PBarber: Just Horizon – perk when enter, perk leave

MRomeo: Give state doesn't like PK

EMcCarthy: Can't state mandated

CAuckerman: TABE – administered by MTC

PBarber: Pre and Post PERT for this year

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Talking about student growth for “oddities”

Talking about ideas to measure success at Horizons

Don’t know answer; table it for now

CAuckerman: Scale for student growth scores

ALosada: Not received well; management side

DWalker: Request for change of obs

PBarber: Will do and send out to group

PBarber: Tony Losada & Pat Barber talked about after doing walks to be online by 4pm

ALosada: Talked to principals – agreement within 3 days to put in computer and shared

PBarber: If too much time goes by for the 7-10 minute window, gone weeks before talk to teachers

ALosada: Principals able to pull up rubric to rate

MRomero: Policy? Put in writing? Need to specify – 5 days too much

PBarber: How much details can principal remember on 7-10 minute walk?

MRomeo: Reasonable 3 work days or less

PBarber: Not isolated incidents; but overall common expectation every administrator and teacher

MRomeo: Like to do them and get them done

PBarber: 3 work days in cycle

Other Business

Set another meeting – talk about Horizon

Update form and send to group to look at it and send out

Next Meeting: January 25, 2018 at 9AM @ TBA