

PUBLIC MEETING MINUTES:	DPAS-II Advisory Sub-Committee Meeting
MEETING DATE AND TIME:	Monday, September 28, 2015 - 4:30 pm
PLACE:	401 Federal Street, Dover, DE 2nd Floor Cabinet Room, Townsend Building
MINUTES APPROVED:	October 12, 2015

MEETING MINUTES

MEMBERS PRESENT

Jackie Kook, Delaware State Education Association (DSEA) - Chair
 Dr. David Santore, DE Association for School Administrators (DASA) – Co-Chair
 Sherry Antonetti, Delaware State Education Association (DSEA)
 Dr. Susan Bunting, School Chief’s Association/(DPAS-II Advisory Committee Chairperson)
 Clay Beauchamp, Delaware State Education Association (DSEA) – *arrived at 4:54 p.m.*
 Dr. Charlynn Hopkins, DE Association for School Administrators (DASA)
 David Tull, DE State School Board Association
 Dr. Lisa Ueltzhoffer, Newark Charter - Charter School Representative
 Donna R Johnson, Delaware State Board of Education

DEPARTMENT STAFF/OTHER MEMBERS

Tanner Polce, Aide to Senator David Sokola (Proxy)
 Angeline Rivello, DDOE
 Laura Schneider, DDOE
 Renee’ Holt, Secretary

MEMBERS ABSENT

Bill Doolittle, President – Elect, Delaware Parent Teacher Association
 Rhiannon O’Neal, Delaware State Education Association (DSEA)
 The Honorable David Sokola
 Kent Chase, DE Association for School Administrators (DASA)
 Clifton Hayes, DE Association for School Administrators (DASA)
 Tyler Wells, DE Association for School Administrators/DE State Education Association
 (Higher Education)

OTHERS PRESENT

Kevin Carson, DE Association for School Administrators (DASA)
 Kristin Dwyer, Delaware State Education Association (DSEA)
 Michael Matthews, Delaware State Education Association (DSEA)

CALL TO ORDER

Ms. Kook called the meeting to order at 4:35 p.m.

APPROVE OF AGENDA

Dr. Bunting made a motion, seconded by Dr. Hopkins to approve the agenda. Ms. Kook called for comments and discussion. There being no comments or discussion, Ms. Kook called for the vote. The agenda was approved by unanimous vote.

APPROVAL OF MINUTES

Mr. Tull made a motion, seconded by Dr. Santore to approve the minutes as written. There being no discussion, Ms. Kook called for the vote. Ms. Kook abstained from the vote. The minutes were approved as written with 6 yes, 0 no, and 1 abstaining.

RULES OF ORDER ESTABLISHMENT

Since the Sub-Committee tabled the Rules of Order Establishment at the last meeting, Rules of Order needed to be established at this meeting.

Ms. Kook reviewed the items that needed to be decided:

- Establish a quorum
- Can members attend via telephone/video conference
- Who are voting members

Ms. Johnson reported on guidance from the Attorney General's office regarding member attendance via telephone/video conferencing.

- Members may attend via telephone, but this must be noticed in the agenda, the call must be on speaker phone where participants on both sides can hear clearly, and the public must be able to participate at the location.
- Members' attendance via telephone cannot count towards meeting a quorum for a meeting and cannot vote, but can participate and be marked present in the attendance.
- Members may attend via video conference, but this must be noticed in the agenda, must be in a location that is equipped for video conferencing, participants on both sides must be able to see and hear clearly, and the public must be able to participate at the location.
- Members participating via video conference may count towards a quorum and may vote.

After some discussion, the status of voting members was established as follows:

- There are 15 voting members of the sub-committee, identified as:
 - 7 committee appointed members (Administrator, Teacher, Parent, Chief, Higher Ed, DSBA, Legislator)
 - 3 DSEA appointed members
 - 3 DASA appointed members
 - 2 Charter School Network appointed members
- The non-voting members of the sub-committee can participate in discussion, but cannot make motions or vote. They include:
 - DDOE representative(s)
 - State Board representative(s)
 - At this time, Mr. Polce is attending as Rep. Sokola's proxy, however cannot vote.

The Sub-Committee discussed the merits of following the parent Committee in establishing a quorum vs. adopting a simple majority model. Dr. Santore made a motion to adopt the simple majority model to allow members present to vote and pass on items to the parent Committee. Dr. Hopkins seconded the vote. After lengthy discussion, the Sub-Committee tabled the motion as there was not a simple majority present to vote.

Further discussion identified that there had not been a second Charter School Network representative appointed. Ms. Schneider suggested the Chair contact Kendall Massett to get a second appointee.

Ms. Kook asked Mr. Carson to begin his presentation while the Sub-Committee waited for additional members to arrive.

DASA/DSEA PRESENTATION

Kevin Carson of the DASA presented the summary of work done late last spring and into the summer on behalf both DASA and DSEA for DPASII 106A and 107A. Mr. Carson confirmed the report was an encore of the document presented to the parent Committee previously.

Mr. Beauchamp entered the meeting at 4:54 pm.

Mr. Carson distributed copies to the Sub-Committee for review (attached). Mr. Carson suggested the work was a good start and foundation for use in consideration and recommendation to the parent Committee and then Secretary. He mentioned the group was not scheduled to convene again but could be reconvened to assist the Sub-Committee. Mr. Carson thanked the Sub-Committee for their time and work.

There was significant discussion regarding the presentation, regulation changes and that some of the recommendations from the previous workgroup were implemented through legislative changes.

The Sub-Committee clarified their charge from the parent Committee was to provide recommendations for:

- Annuals – targeting frequency of evaluations and collection of evidence finding a way to be less cumbersome and more meaningful.
- Supports for novice teachers.
- Differentiation of specialists/teachers.
- The evaluation system's purpose.

Ms. Kook reviewed the schedule of reporting set by the parent Committee.

- Work on 106A should be conducted in September and October 2015.
- Work on 107A should be conducted in November until mid-January.
- An update will be given at the parent Committee meeting on October 27th. The final report will be due to the parent Committee in mid-January.
- The Sub-Committee does not have to have a full recommendation by October 27th, and the final deadline is March 21st.

The Sub-Committee agreed that the work surrounding the recommendations has brought up more questions than answers and that these questions can be explored, and although a full

system overhaul would be ideal, the immediate concerns were completing the tasks as outlined by the parent Committee.

APPROVAL OF AGENDA AND MINUTES

The Sub-Committee discussed the approval of the agenda and minutes now that a quorum was present.

- After further discussion regarding the accuracy of the agenda, Ms. Holt was instructed to amend the agenda to reflect the presentation was a DASA/DSEA presentation. Dr. Bunting made a motion, seconded by Ms. Antonelli to approve the agenda as amended. The motion unanimously carried.
- Dr. Santore made a motion, seconded by Mr. Beauchamp to approve the minutes. Ms. Kook abstained from the vote. After discussion regarding quorum, the Sub-Committee agreed the quorum required was 8. A quorum was not established for the motion to pass.
- Further clarification on approval of minutes was given. Mr. Tull made a motion, seconded by Dr. Santore to approve the minutes. There was no further discussion. The motion carried unanimously.

EVIDENCE COLLECTION FREQUENCY

The Sub-Committee continued to review the charge of the parent Committee, with clarification provided by Ms. Schneider.

- This item was a carry-over from the previous year as an item to be discussed.
- The charge of the Advisory Committee was to look for ways to streamline the system and make it more manageable for administrators and teachers in preparation for the move to annuals in 17-18.

The Sub-Committee began discussion surrounding 106A – Teacher Evaluations. Much discussion occurred surrounding capacity of administration, options to perform “shorts” (still legal documents), and consideration for schools who have high turn around and high number of novice teachers.

- Consideration suggested for use of credentialed evaluators and peer observations.
- Peer observations with clear guidance are valuable – with a panel for final decision of recommendations for terminations or ineffective ratings.
- The current frequency of evidence collection is not being disputed.
- The current technology provided by DDOE is helping relieve some of the capacity challenges and reducing paperwork.
- An LEA or Charter still has the option to submit a request to utilize an alternative system.

The Sub-Committee will review the Massachusetts model for further discussion. Dr. Santore discussed downplaying the importance of Component V in the evaluation because success could be realized in measures and evaluations and not necessarily realized in student test scores.

PUBLIC COMMENT

Mr. Matthews stated that there was still a very challenging dynamic. Consideration of the situation at the school is still important. He mentioned Warner Elementary school, where there was a high level of turnover. He stated priority schools have excellent highly effective teachers who continued to have lower ratings as a result of Component V. He commented he was glad the weight of Component V was brought down and although it was a move in the right direction, there needed to be further movement.

Ms. Dwyer submitted there needed to be a larger discussion on peer review and referenced the model used at East Side Charter (Lamont Brown.)

Next meeting dates: Mondays

The Sub-Committee discussed the best days to hold future meetings. Based on the discussion, Mondays were agreed upon. The next meeting will be Monday, October 12, 2015 at 4:30 p.m. Ms. Holt will confirm the location.

NEXT MEETING - Monday Oct 12, 2015 at 4:30 p.m., Second Floor Cabinet Room of the Townsend Building located at 401 Federal Street, Dover, DE 19901

ADJOURNMENT

Dr. Santore made a motion, seconded by Dr. Ueltzhoffer to adjourn the meeting. The motion carried by a unanimous vote. The meeting adjourned at 6:39 p.m.

Related Documents:

Title 14 – Chapter 12 – Subchapter VII

<http://delcode.delaware.gov/title14/c012/sc07/index.shtml>

House Joint Resolution No. 6

106A – DPAS-II for Teachers

<http://regulations.delaware.gov/AdminCode/title14/100/106A.shtml#TopOfPage>

107A – DPAS-II for Specialists

<http://regulations.delaware.gov/AdminCode/title14/100/107A.shtml#TopOfPage>

108A – DPAS-II for Administrators

<http://regulations.delaware.gov/AdminCode/title14/100/108A.shtml#TopOfPage>

Respectfully submitted,

Renee' M. Holt

Renee' M. Holt, Secretary