



DEPARTMENT OF EDUCATION

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PUBLIC MEETING MINUTES: DPAS-II Advisory Sub-Committee Meeting
MEETING DATE AND TIME: Monday, February 29, 2016 – 4:30 pm
PLACE: Cabinet Room
The Townsend Building, Dover, DE
MINUTES APPROVED:

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)
Clay Beauchamp, Delaware State Education Association (DSEA)
Matt Burrows, Representing Dr. Susan Bunting, School Chief's Association
Kent Chase, DE Association for School Administrators (DASA)
Bill Doolittle, Parent Representative (PTA)
David Tull, DE State School Board Association
Dr. Lisa Ueltzhoffer, Newark Charter - Charter School Representative

DEPARTMENT STAFF/OTHER MEMBERS

Diane Sullenberger, DDOE, Secretary
Atnre Alleyne, DDOE
Shanna Ricketts, DDOE
Christopher Ruszkowski, DDOE (*left before Public Comment*)

MEMBERS ABSENT

Dr. Susan Bunting, School Chief's Association/ (DPAS-II Advisory Committee Chairperson)
Dr. Clifton Hayes, DE Association for School Administrators (DASA)
Dr. Charlyne Hopkins, DE Association for School Administrators (DASA)
Donna R Johnson, Delaware State Board of Education
Rhiannon O'Neal, Delaware State Education Association (DSEA)
The Honorable David Sokola
Tyler Wells, DE Association for School Administrators/DE State Education Association
(Higher Education)

PUBLIC COMMENT

Kevin Carson, DE Association for School Administrators (DASA)
Deb Stevens, Delaware State Education Association (DSEA)

Jesse Parsley, Milford School District
Alethea Smith-Tucker, PACE
Mary Pickering, PACE

Call to Order

Ms. Kook called the meeting to order at 4:32 p.m. There is a quorum present.

Approval of Agenda

Ms. Kook called for agenda approval. Dr. Santore pointed out that the day was incorrect. It should read Monday – not Tuesday. Mr. Tull made a motion, seconded by Mr. Chase to approve the agenda with correction. The motion was passed with Mr. Burrows abstaining.

Approval of Minutes

Ms. Kook asked the sub-committee to take a few moments to read over the minutes of the February 16th meeting. Dr. Ueltzhoffer made a motion, seconded by Mr. Chase to approve the minutes. Dr. Santore commended Renee Holt for the best minutes yet. However, he felt that there were items discussed that are not reflected in the minutes. Additions to the document are shown in red print and will be discussed one by one. Minutes were approved as amended with 3 abstentions.

Current System Improvement/Recommendations for Changes

Dr. Santore distributed revised copies of the document to the sub-committee and others in attendance with all suggested additions/corrections in red print.

The sub-committee commented on the following parts of the document

- **Paragraph 1** – “the Delaware State Board Association” - remove the word 'State
- **Paragraph 1** – add “Parent Teacher Association (PTA)”
- **Bullet 3** – the following section was added “when they were applied to employee groups. For example, the rigor of some pre and post Mathematics tests far exceeded the rigor of some Performing Arts pre and posttests. In addition,”
- **Part A** – added “or District” and “must target student improvement”
Discussion – *Mr. Burrows felt that there should be clarification around who makes the final call when the educator and administrator cannot come to an agreement on the outcome of the evaluation. Mr. Alleyne challenged that there may be confusion in this area pulling from the December 14th minutes. After much discussion, Dr. Santore stated that this detail is not for this sub-committee to decide, but should be included in the decisions of the next committee. Ms. Kook added that Mr. Alleyne’s point has been well-taken.* The sub-committee agreed on the wording of Part A as stands
- **Part B** – The sub-committee agreed on the wording as stands
- **Paragraph after Part B** – Additional wording agreed upon as stands
- **Miscellaneous Recommendations**
 - **First paragraph** – Agreed upon as stands
 - **Fourth paragraph** - Mr. Alleyne challenged the outcomes and viability of using this model to determine ratings, as he believed there may be some unintended consequences. After discussion, it was pointed out that Mr. Alleyne was using an outdated model for final ratings. Ms. Kook stated that there needed to be

trust that the group has worked diligently on this area. After much discussion, it was agreed that this will be looked at again at the next meeting.

- **Fifth paragraph** – Additional wording agreed upon as stands
- **Sixth paragraph** – Entire new paragraph was added. The word “develop” will be changed to “submit”. Mr. Doolittle stated that the term “alternate assessment” may confuse constituents since this term is used so often. After some discussion it was decided that “locally developed” would be a more agreeable terminology
- **Seventh paragraph** – Entire new paragraph was added and agreed upon as stands.

Ms. Kook called for a vote on accepting the draft document with discussed changes be accepted as part of the final recommendation. Mr. Doolittle made a motion with a second by Ms. Antonetti.

Mr. Burrows reiterated his concern about who makes the final decision on the outcome of an evaluation, and that it should be added to this document. Dr. Santore stated that the majority of the sub-committee feels that it will be the charge of the next committee to refine those details. Ms. Kook made the point that the building leaders need to be trusted.

Under Miscellaneous Recommendations, Dr. Santore agreed to write that part of the parameters of setting goals will be who will have the final say if the evaluation is not agreed upon. A procedure needs to be developed to address the conflict over goals.

Original motion and second was agreed upon to accept the amended document. All agreed – with no abstentions.

Establish Plan for Recommendation Submission

Ms. Kook and Dr. Santore volunteered to be presenters to the required groups. The draft document will be completed with amendments made at this meeting and presented Tuesday to the parent committee at their meeting.

Other Business (Discussion Only)

None

Public Comment

Jesse Parsley, Milford School District, made the following points:

- It is not necessarily a good thing when departments, such as a math department, chooses the goals. It is equally important for individuals' goals to be considered. There is a need to look at what the building needs to meet objectives and also look at what teachers need to meet their objectives.
- A 10 question educator test is not enough to determine educator accomplishments.
- A set turnaround timeline is needed for when assessments need to be in for districts and DOE. Deadlines need to be shortened so that teachers may prepare in August for their students.
- How do SAT scores and others used in Part B? *Response by Mr. Alleyne: they are not in the plan and are not used.*

Alethea Smith Tucker, PACE, made the following comments:

- The next planning group needs more parent perspective
- There is nothing revealing follow-up of a child's progress
- What is the parent advisory council?
Mr. Doolittle explained that in this instance "parent" refers to the higher group of which this is a sub-committee, not the parent of a child
- How much contact is there between teacher and parent to foster a better relationship?
Dr. Santore explained how there is much contact via email and this is monitored by the administration as written in the DPAS system. Also, parent surveys are taken. Dr. Santore offered to help her find and understand answers to her questions through the online DPAS system documents.
- What is being developed to trigger more policies that relate directly to the child. The administration is only part of the solution
- What is the "next committee" and who will be represented?
Ms. Kook stated that the next committee has not yet been formed and will be decided by the legislature. This current committee was legislated by JR9
- Much concern was voiced that parent input is vital and needs to be addressed when planning committees are formed. Ms. Smith Tucker volunteered to be on future committees as a parent representative

Mary Pickering, Parent, made the following comments:

- Ms. Pickering expressed her dislike that a vote was taken on an incomplete document
- She stated that one parent representative on a committee is not a parent advisory committee. *It was again explained that the committee is not referring to a "parent committee" as such, but reference was being made to the main committee to which this meeting was being held as a sub-committee of the larger group.*
- She wants more access to assessments and the scoring to be able to determine if her child's teacher is proficient or needs improvement.
- How can a teacher be rated proficient, but still "needs improvement". How does this work?
The key is to produce a successful child.
Dr. Santore explained that there are many components in DPAS II to measure proficiency in different areas. A teacher may be proficient in one area, but not another. Dr. Santore offered to give her the links to the DPAS II site and help as needed.
Ms. Kook stated that parents would be better suited to serve on the "parent" committee of this group.

Future Meeting Dates

The next meeting is Tuesday, March 8, 2016 at 4:30 pm in the Cabinet Room, Townsend Building, Dover, DE. The group felt that there was not a need to add an additional meeting in March.

Adjournment

Mr. Beauchamp made the motion to adjourn, seconded by Mr. Tull. The motion passed unanimously. The meeting adjourned at 6:37 pm.

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,
Diane Sullenberger
Secretary