



## ***SCHOOL IMPROVEMENT LEADERSHIP TEAM MEETING***

Tuesday, April 20, 2021; 4:00 p.m., Via Zoom Meeting

### ***Minutes***

**Members Present:** Superintendent Shon Hocker, Assistant Superintendent Keith Harris, Director of Instruction Melanie Kathrein, Mrs. Melanie Hanel, Ms. Magdalyn Rauser, Mrs. Carla Schaeffer, Mrs. Amanda DeMorrett, Ms. Morgan Kathrein, Mrs. Elizabeth Kuelbs, Ms. Nicole Weiler, Mrs. Robin Swenson, Mrs. Tracy Lecoe, Mrs. Kristy Goodall, Mrs. Kandace King, Mrs. Sarah Olson, Mrs. Jennifer Nokes, Mr. Randy Muffley, Mrs. Amanda Hlibichuk, Mrs. Amber Berg, Mrs. Sara Steier, Dr. Marcus Lewton, Mr. Kevin Hoherz, Mrs. Desirae Tibor, Ms. Audrey Bergeron, Mrs. Sarah Trustem, Mrs. Stacy Kilwein, Mrs. Sarah Olson, and Mr. Shawn Leiss.

**Members Absent:** Mr. Dan O'Brien, Board Member David Wilkie, Mrs. Sara Streeter, Mrs. Tammy Peterson, and Mr. Henry Mack.

**Call to Order** – Superintendent Hocker called the meeting to order at 4:03 p.m.

**Review and Approve the February 16, 2021, Meeting Minutes** – Mrs. Kathrein moved to approve the February 16, 2021, meeting minutes as presented. Dr. Lewton seconded the motion. The motion carried.

**Summary** – Superintendent Hocker hoped the work would continue with this important committee even though he will not be here next year. He recognized the work this committee did to draft a strategic plan that was adopted by the school board in late 2019 with the assistance of this group, community members, and parents.

He hoped the District would continue to strive towards becoming High Reliability Schools certified. Most, if not all, of the schools should complete the Level II designation and be on their way to the Level III certification.

**Teacher Evaluation System** – Superintendent Hocker referenced the last meeting where a subcommittee was formed to evaluate and research the potential of considering a different teacher evaluation system.

Mrs. Kathrein recognized the members of the subcommittee researching the teacher evaluation tool. Those members were Mrs. Jennifer Nokes, Mrs. Amanda DeMorrett, Dr. Marcus Lewton, Mrs. Desirae Tibor, and Mrs. Melanie Kathrein. The subcommittee reviewed several questions: why make the change, how would it help the teachers and administrators, what would need to be done, and what would the process look like. The subcommittee studied the book *Improving Teacher Development and Evaluation* and virtually met with one of the authors of the book for an hour.

Mrs. Nokes, Special Education Strategist at Roosevelt Elementary, shared information on why to consider changing to the Marzano teacher evaluation model. One reason the Marzano model would be a great option is it might improve student learning as a result of improved teaching. Teachers would have ownership of their growth which would, in turn, increase effective feedback. She also explained the HRS model aligned with the Marzano evaluation tool.

Mrs. DeMorrett, Jefferson Elementary Grade Four Instructor, explained the subcommittee's review suggested simplifying the pre-conference and post-conference forms. Some of the current forms are time-consuming.

Another recommendation was to access or develop rubrics for the non-instructional domains. The Danielson model has some components that are not available in the Marzano model. The Marzano model recommends the Districts develop its own rubrics for communicating with families, participating in professional community, growth and development in professionalism, and showing professionalism. These could include parent and family engagement.

How to develop a rubric for counselors and coaches is not part of the Marzano system. It would be beneficial to have some rubrics that could be uploaded into Frontline. The rubrics are free for the District to utilize.

Dr. Lewton, Dickinson Middle School Principal, spoke from an administrator's perspective. He referenced the necessary professional development for the administrators to understand the new teacher evaluation tool and coaching of teachers. It would take some time to understand the new rubrics. Principals would need to work together in a PLC to develop intra-rater reliability and inter-rater reliability so they know they are using the tool correctly. He said that success is through slow growth.

Mrs. Tibor, Dickinson High School Mathematics Instructor, spoke from a teacher's perspective. She shared what professional development for teachers would look like. They would need to look at a more organic method of professional development. The teachers are already trained in the *New Art and Science of Teaching* and would need additional training on this. Possibly the building leadership teams could receive that additional training.

Mrs. Tibor explained one of the first steps of the Marzano model is for the teacher to self-evaluate 43 elements. This will help the teacher gain a better understanding of the tool. The teacher will meet with their evaluator and discuss the areas of growth and how to achieve those goals.

The subcommittee did not feel the teachers would need specific professional development but more personalized or building-level professional development.

Mrs. Kathrein addressed training for the instructional coaches and coordinators. This training would then support further growth in the *New Art and Science of Teaching*. She added there were varying degrees of confidence in the design areas or elements across the District.

Lastly, the subcommittee recommended the District develop a process; how many design areas would be focused. The subcommittee felt all the design areas are open, but the evaluation would be on three design areas. One design area would be picked by the District, one would be picked by the school, and one picked by the teacher.

There would need to be a clear communication plan developed to share the “why” with the overall teaching staff so they have a clear understanding of the intent. Teachers would be part of the process and own their own growth having the capability of submitting additional evidence.

Mrs. Kathrein stated the recommendation of the subcommittee was to wait for implementation until the fall of 2022 and use this next school year as a building year to get all the pieces ready.

Mrs. Kathrein extended a sincere appreciation for the members that served on the subcommittee. They were very dedicated to the process and shared honest opinions. She requested questions for the subcommittee. There were none noted.

Mr. Harris concurred with the subcommittee’s recommendation. He added the Marzano model is a different enough focus on this model to take time to help understand.

Dr. Hocker also thanked the subcommittee for their great work. He noted the District could continue to use the Danielson model; however, if the implementation of the new tool is done correctly, this could be viewed as assisting the teachers and making things more smooth and make it consistent with the focus of the District. He is continually hearing from teachers that they have more and more work. The Marzano evaluation tool would align with what the teacher is doing in the classroom with HRS and using the same language. Dr. Hocker said he supports that decision. Assuming the District maintains its path with HRS, the teachers are going to want this change. Dr. Hocker asked for input from the group. None were noted.

To summarize, Dr. Hocker said the plan was to take proper steps to ensure a smooth transition, possibly in the fall of 2022. This will provide next year to help further that plan and prepare for the transition. He asked if that was satisfactory with the team. The committee members showed a “thumbs up” for approval.

Superintendent Hocker said he hoped to bring some of his new District administrators back to Dickinson in a few years to tour the schools and meet the incredible teachers that have helped lay the foundation of HRS levels I, II, and III.

Superintendent Hocker expressed his sincere appreciation for the work done by the entire team. He added the District’s students are very fortunate to have them in their lives. He thanked the team for all they are doing for the District and the students.

**Adjournment** – At 4:31 p.m., the meeting adjourned.

Minutes by Twila Petersen.