Discussion notes with NCTA 8-27-19

2020-21 calendar
- Scott stated he would recommend Jan. 18 as an eLearning make-up day if needed, but would ask that Feb. 15 be a regular school day if needed.
- Scott shared there was a consideration made by a board member to include Mar. 19 and Apr. 2 as possible make-up days.
- Asked for NCTA input.
- NCTA stated they were OK with the calendar, but stated they would not want Mar. 19 used as a make-up day but would support April 2 as an eLearning make up day.
- Scott is OK not using this as an eLearning day. Will ultimately be the board's decision.
- No other days were problematic

Teacher evaluation
- Scott discussed IC 20-28-11.5, a plan must include:
  - Performance evaluations for all certified employees
  - Objective measures of student achievement and growth to significantly inform the evaluation - currently set at 25%. This could be as low as 5%
  - Student assessment results from locally developed assessments and other test measures for certified employees whose responsibilities may or may not include instruction in subjects and areas measured by statewide assessments
  - Rigorous measures of effectiveness, including observations and other performance metrics
  - Designations of HE, E, IN, and I
  - A provision that a teacher who negatively affects student achievement and growth cannot receive a rating of HE or E
  - Other points discussed…
- Scott believes that we can focus the majority of our teacher evaluation tool on teaching related information.
- Scott has received feedback from teachers that there are too many steps/hoops/pieces to the current evaluation tool
- Jon mentioned that teacher don't love the language of the existing rubric and/or the steps involved in meeting evaluation criteria (goals, feedback, etc…)
- One of Scott's main goals is to remove ambiguity and focus on the things that matter most
- Scott shared teacher feedback with group, emphasizing that all feedback he has been getting is anonymous
- Jon asked about timelines and processes we might use to redo our teacher evaluation system. Scott shared that we will start as early as mid-October. Scott also mentioned that we will be relying on Schmoker's Focus book to inform this process. A main theme will be "simpler is better"

Jon mentioned that teachers appreciated principals posting jobs internally and sending information out to teachers. Kathy asked what the expectations are about principals posting this information internally. Scott advised that we will do our best to get this information out internally in the future as much as possible as a courtesy.