



ESSA IMPLEMENTATION COMMITTEE

ESSA Subcommittee Meeting – Educator Effectiveness

Date, Time: Thursday, September 15, 2016, 1:30 a.m.- 4:30 p.m.

Location: 135 South Union Street, Suite 215

ALSDE Facilitator: Karen Anderson/Dr. Mark Kirkemier

Members present: Thomas Rains, Karen Anderson

Members absent: Dr. Mark Kirkemier, Quesha Starks, Gary Hall, Sheila Hocutt Remington

Summary:

Key decisions 1, 4 and review again of 3

1. States must decide if they will reserve up to 3% of their state-held funds under Title II in order to carry out state-level activities for principals or other school leaders and, if so, how to use those funds. States must also decide if they wish to use other state reservations for other activities, including teacher/leader evaluations and not more of 2% of their state allotment for teacher/leader preparation academies.

4. States must also determine the measures the State Education Agency (SEA) will use to evaluate and publicly report the progress of the State educational agency with respect to such description, although a teacher/leader evaluation system is not required.

**Refer to indicator #3 below:*

3. States must decide how to determine whether, and ensure that, low-income and minority children enrolled in schools assisted under Title I are not served at disproportionate rates by “ineffective,” “out-of-field,” or “inexperienced” teachers.

Next meeting: To be announced.

Detailed Notes

All notes below are comments with committee members and the ALSDE facilitator.

Item 1. Title II Funds

- No decision was made regarding whether Alabama will reserve up to 3% of their state-held funds under Title II in order to carry out state-level activities for principals or other school leaders and, if so, how to use those funds.
- Also, no formal recommendation was made regarding whether Alabama would use other state reservations for other activities, including teacher/leader evaluations and not more than 2% of their state allotment for teacher/leader preparation academies.

Item 4. Format for Public Viewing

- Much discussion focused on the type of format to utilize for public viewing posted on the ALSDE website.
- Karen Anderson shared (3) three samples to consider:
 - 1. *The Alabama Education Report Card* for the 2014-2015 school year
 - 2. *Educator Equity Profile*, Alabama 2011-12 Data
 - 3. *Teacher Quality*, Kansas State Department of Education 2015.
- Subcommittee member recommended utilizing a variety of formats according to the purpose/need in order to remain flexible.

Item 3. The committee re-visited the three definitions of a teacher; “Ineffective,” “Out-of-field,” and “Inexperienced.”

- “Ineffective Teacher” – “An ineffective teacher may be properly certified to teach in his/her content area but is not able to demonstrate strong instructional practices, significant growth in student learning, and professionalism and dedication to the field of teaching.”
 - Much discussion was focused on how to capture data information quantifying demonstration of “strong instructional practices,” “significant growth in student learning,” and “professionalism and dedication” to the field of teaching.
 - Several data points were discussed including but not limited to: attendance rates, *Aspire*, *ACT*, professional organizations, parent/student surveys, and *Educate Alabama*.
- “Out-of-field teacher” – “An out-of-field teacher is a teacher who holds a valid Alabama certificate that is not in the area(s) he/she is assigned to teach during the school day and who has limited content knowledge.”
 - Degrees and Certificates verified through *Education Certification*.
- “Inexperienced teacher” – “a) An inexperienced teacher is a teacher who holds any valid Alabama certificate and has fewer than three (3) years of teaching experience. b) An inexperienced teacher is a teacher who has fewer than (3) years of teaching experience.”
 - Subcommittee member recommended utilizing option (b) but remains open for discussion.
 - Years of teaching experience defined as “Full Years.”

Action Items: None.

Next Meeting: To be announced.

