

University Council On Teacher Education

May 9, 2011
Meeting Minutes

I. Welcome and Introductions

Associate Dean Tom Dana welcomed everyone and explained the continuing need for University Council On Teacher Education (UCOTE) meetings. These meetings occur twice a year, once in the fall and once in the spring. The group is comprised of university and local school stakeholders with a commitment to educator preparation. Tom indicated that with the latest legislation in Florida affecting education in Florida, this group is essential to keep the conversation fluid between the university and the rest of the educational community. UCOTE's mission is to explore and discuss trends, improvements, and possibilities in professional education and to insure that UF remains at the forefront of scholarship and practice in initial and advanced educator preparation.

Tom asked that each attendee introduce her/himself. Attendees included:

- Buffy Bondy School Director, STL, COE
- Jim Brandenburg Principal, Alachua Elementary School
- Jeff Charbonnet Principal, Eastside High School
- Eric Chui MA Student, PK Yonge Administration Intern
- Elayne Colón Director of Assessment and Accreditation, COE
- Penny Cox Associate Director, SESPECS, COE
- Jean Crockett School Director, SESPECS, COE
- Tom Dana Associate Dean, College of Education
- Catherine Emihovich Dean, College of Education
- Margaret Fields Associate Dean, College of Liberal Arts and Sciences
- Russ Froman Assistant Principal, PK Yonge
- Lynda Hayes Director of Research and Outreach, PK Yonge
- Bernard Mair Associate Provost for Undergraduate Studies, UF
- Brian Myers Program Coordinator, Agricultural Education, CALS
- Eileen Oliver Professor (COE) and Interim Director (PK Yonge)
- Ed Schaefer Associate Dean, College of Fine Arts
- Luke Stedrak Doctoral Student, PK Yonge Administration Intern
- Colleen Swain Faculty, Teacher Leadership for School Improvement in STL (TLSI), COE
- Elaine Turner Associate Dean, College of Agricultural and Life Sciences
- Theresa Vernetson Assistant Dean Student Affairs, College of Education
- Shelley Warm Program Coordinator, SITE, COE
- Reynolds Wilson Graduate Assistant, Office of the Dean, COE

Next, Tom brought the group's attention to the number of handouts in front of them. Handouts included:

- Agenda
- December Meeting Minutes
- Marzano Teacher Evaluation Model
- SBAC Instructional Appraisal Rubric (DRAFT)
- SBAC Annual Teacher Appraisal (DRAFT)
- Alachua County Public Schools Observation/Post Conference Instrument (DRAFT)
- Rule 6A-5.065 (of the Florida Admin Code)
- Summary of Race to the Top Requirements
- PKY Teacher Evaluation System (based on ideas from RTT)
- PKY Teacher Observation and Evaluation System

The primary purpose of this meeting was to discuss the new teacher evaluation process that is being legislated through SB 736 implementation and the PK Yonge and Alachua School District's responses/evaluation plans. Both PK Yonge and the Alachua School District are part of the RTTT and have a deadline for submitting their evaluation materials earlier than other districts who are not participating in RTTT. This legislation is transforming the ways that we (as teachers and teacher educators) think about learning, teaching, and evaluating teachers.

II. Florida Teacher and Principal Evaluation Systems under Race to the Top

Tom encouraged the group to think about implications of these new initiatives and how UF and the local school district can maintain continuity for the students and teachers from pre-service through in-service.

Elayne provided some basic information from the college perspective. The Department of Education (DOE) has been moving fast with the Race to the Top initiatives. Technical assistance has not yet been provided to institutions of higher education but has been primarily focused on P-12 partners. It is important to understand how the COE's school partners are moving forward regarding teacher evaluations as the UF programs will be rethinking preservice evaluations in the next year in response to the revision of the Florida Educator Accomplished Practices.

Overview of FLDOE Directives and Initial Technical Assistance (PK Yonge Partners)

Lynda Hayes presented some background information regarding the revised teacher evaluation system at PKY. First, the Race to the Top grant and the SB 736 are closely aligned. Before passing SB 736, efforts were made to align it with the goals and initiatives of the RTTT grant.

Lynda provided a handout with a flowchart that shows how teachers will be evaluated under the new initiatives.

A breakdown of the handout is below:

100% Total Evaluation = 50% Student Growth Performance¹ + 50% Teacher Performance by Best Practice²

¹**50% SGP** = (1) If a teacher of grades 4-10 for FCAT reading/math, 40% out of 50% must be tied to student growth on those measures. (2) If a teacher does not teach a class tied to the FCAT, they can be evaluated based on student growth determined by the district's measure or a national measure.

²**50% TP** = 30% Summative score across the 4 domains of best practice + 20% Targeted growth of improvement with the pro-learning plan

Initial plans for how to evaluate teachers under the new initiatives are due June 1 for Race to the Top districts.

Local School District Partners – Plans for 2011-12

School Board of Alachua County (SBAC) – Jim Brandenburg and Jeff Charbonnet

The SBAC has already begun to put their plan onto paper as it will need to go into effect for the 2011-12 academic year. A revised teacher appraisal system has been created which improves on the original appraisal system. There will still be some revisions necessary before the June 1 submission deadline, but so far the impact on teacher appraisal has been positive. Fortunately, UF's teacher graduates already succeeded in many of the new areas, making the transition fairly smooth. As the SB 736 essentially put much of the Race to the Top grant into law, there is still much negotiating that needs to be done. At the high school level especially, many teachers do not teach FCAT related courses which means that an additional measurement tool will need to be developed.

Other important factors that will affect the schools include:

- No teachers hired after 7/1/2011 will receive tenure.
- Teachers with tenure can remove tenure and be paid for performance in 2014.
- Teachers can be fired if they show two years in a row without student gains.

PK Yonge Developmental Research School – Lynda Hayes

PK Yonge is taking a different route than the SBAC. They are using a system already put in place (Marzano model) to identify teacher instructional best practices. Instead of pitting teachers against each other, PK Yonge plans to build a community classroom that allows teachers to work together on behalf of the children instead of competing for the children's time.

Discussion

Implications for Teacher and Principal Training Programs

Jim Brandenburg suggested that perhaps UCOTE consider expanding its membership to include a member of the Alachua County School Board.

Strategies for Collaborating to Build Continuity in Evaluation from Initial Teacher/Leader Preparation through Ongoing Professional Development

PK Yonge –

Linda Hayes said that teachers have been/will be included in discussions surrounding the evaluation formulas throughout the late spring and summer.

SBAC –

Jim Brandenburg said that the new evaluation process has been met with some anxiety. Overall, however, most of the new initiatives were based on ideas that are already in place.

Jeff Charbonnet said that he has received positive feedback as the evaluation process has been made more specific and teachers appreciate the specific details of what is expected of them.

III. Adjournment

Tom thanked everyone for their attendance and engagement in such a difficult topic. Tom also noted that this is Catherine's last UCOTE meeting and he thanked her for her involvement in various aspects of Teacher Education at all levels as the Dean of the College of Education since 2002.

Tom also reminded everyone that Dean candidates will be on campus for interviews on May 11, 12, 18, and 19. CV's and itineraries for each candidate are posted on the COE website.

Catherine closed the meeting by thanking everyone for their support through the different partnerships as these partnerships have been invaluable to the college and the teacher preparation programs.

The next UCOTE meeting will be at the end of the Fall 2011 semester.

Submitted by: Whitney Shadowens, Coordinator of Academic Programs, May 19, 2011.