



IOWA

Department of Education

Ann Lebo, Director

Kim Reynolds, Governor
Adam Gregg, Lt. Governor

Commission on Educator Leadership & Compensation Agenda November 29, 2022 – 1:00-2:30 p.m.

Virtual

<https://IDOE.zoom.us/j/94180272808?pwd=V3JNMnpmUGVabVRxRitsTExKVGVCQT09>

Meeting ID: 941 8027 2808 – Passcode: 071672

In-person

Grimes Building
(400 E. 14th Street Des Moines – ICN Room)

Due to the fact that this will be a shorter meeting than normal, and that it will have one main agenda item, we will be offering the options of attending in-person or on ZOOM, as it is not practical for members to drive a great distance for a short meeting.

[Slideshow](#)

Participants

Name	Position	Present
Mary Jane Cobb/Designee	Director, ISEA	X
Diane Pratt	Teacher, ISEA	X
Vicki Van Dyke	Teacher, At-Large	X
Cindy Yelick/Designee	Chief, GPAEA	X
Lisa Remy/Designee	Director, SAI	X
Lisa Bartusek/Designee	Director, IASB	X

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Mike Beranek	Teacher and President, ISEA	X
Janelle Brouwer	Superintendent, SAI	
Kenneth Hayes/Designee	Administrator Prep, UNI	X
Russ Adams	Superintendent, SAI	X
Zipporah Smith	Teacher, ISEA	X
Liz Brennan	President Elect, IASB	
Heidi Kammer-Hodge	Parent, At-Large	X
Jim Green	Board Member, IASB & Grant Wood AEA Board of Directors	
Doug Wheeler	Superintendent, SAI	
Jeff Orvis	Teacher, ISEA	X
Kevin Ericson	Teacher, ISEA	X
Heidi Anthony	Teacher, At-Large	X
Vacant	Business Leader	
IDOE Designee: Ann Lebo	IDOE Director	X

IDOE Designee: Kimberly Buryanek	Learning and Results Division Administrator	X
IDOE Designee: Jeremy Varner	Community Colleges and Workforce Preparation Division Administrator	
IDOE Designee: Amy Gieseke	Bureau of Community Colleges Chief	X

Agenda

Time	Activity
1:00-1:10 p.m.	Welcome – Director Ann Lebo/Kim Buryanek
1:10-1:25 p.m.	Introductions & Activity – Lora Rasey <i>What are you most excited to tackle in this meeting?</i>
1:25-1:40 p.m.	Review of the “End of Year” Section of the Report – Lora Rasey Draft Report Feedback Sheet
1:40 -2:20 p.m.	Developing Recommendations and Report Approval – Lora Rasey Draft Report Team Document
2:20-2:30 p.m.	Next Steps and Next Meeting – Jeremy Varner

Minutes

Agenda Item	Minutes
Welcome	<p>Kim Buryanek gave the welcome to the group and noted her history before coming to the Department as the Associate Superintendent of Sioux City Community School District, where they had much success with TLC initiatives.</p> <p>Director Lebo also welcomed the group and noted her role in passing the initial TLC legislation.</p>
Introductions	The group introduced themselves and what they are most excited to tackle today. Everyone noted that they are excited to get meetings scheduled, talk about which districts are doing TLC well, and examine how the group can evolve to meet the needs of the state.
Report Review	<p>Lora had the group read through each of the four reporting areas and make notes in the feedback sheet. All submitted reports are available on the Department website.</p> <p>For Goal 1: Jeff asked whether the results from this year are comparable to other years? What is the trend? Lora said that she does track the trends and she can share that at the next meeting.</p> <p>Kevin wondered how many districts have a mentoring program, specifically for new teachers. With so much being required of</p>

teachers, he wants to make sure that support is provided. Lora noted that mentoring programs are required and a plan is present for each district. There is no blanket statewide plan.

Russ noted that there are more supports for new teachers now than ever before. Russ also noted that the teacher shortages have put some districts in the place of wanting to pull their instructional coaches back into the classroom.

Lora noted that the feedback document will remain available for you to read and make more comments.

For Goal 2:

Russ said that this is the area of greatest benefit for districts because of the layers of collaboration, which is largely unprecedented.

Kevin noted that some teachers are afraid of having instructional guides come into their classroom and tell them what they are doing wrong rather than working to build up instruction. Lora noted that this becomes about what good collaboration looks like and providing those models in training.

Lora noted that this was about professional growth for teacher leaders initially, but became more about all teachers as the work moved forward.

For Goal 3:

Heidi Kammer-Hodge noted that if we are affirming teachers in their professional growth, it adds to collaboration and it's a way to systemically embed professional development and support.

Kevin noted that teacher leaders can help meet goals in the classroom and for teacher retention.

Lora noted that this goal is more "grassroots" in its focus so that development is not just coming from the top down.

Russ noted that different layers of leadership and having targeted follow-up means that more people are engaged and more communication is happening.

For Goal 4:

Heidi Anthony noted that the second to last bullet on page 9 in particular to correlate professional development with TLC advocacy.

Mike noted that the TLC program is helpful in making gains and that it should be added to the third bullet under goal 4. That part of the goal is integral to that growth. Lisa followed up by asking what standards should be used to show improvement.

	<p>Jeff said that comparing to other states can always be a bit dangerous as the correlations are not direct, but states similar to Iowa could be looked at that don't have a TLC program.</p> <p>Russ noted that the assessments didn't seem directly related to what he did when he was a teacher. He was concerned about student growth, and that is not always measured by an assessment.</p> <p>Mike agreed with Russ and noted that NAPE was referenced by the governor, so there needs to be something shown to encourage the continued support of this program.</p> <p>Diane noted that individual student growth data could be helpful to show the benefit of TLC initiatives.</p> <p>Lora noted that helping teacher leaders and administrators understand data better could help them better see the positive impacts on students.</p>
Recommendations and Report Approval	Lora charged the group to break out into groups and note their recommendations that need to be updated in the report: which should stay, which should be changed (if any), what should be taken off.
Next Steps	The group decided that they wanted to reconvene to discuss the recommendations. The group asked that the report be put together with the recommendations and the group could then go line by line when reconvened.
Next Meeting	Monday, December 12 from 4-5:30 p.m. was set for the next meeting to look over the recommendations and approve the report.
Other	

Vision Statement

Through the development and support of opportunities for teachers in schools and school districts statewide to learn from each other, we will positively impact student achievement, staff morale and school culture by ensuring quality instruction in every classroom.

[2020-21 Report](#)

[2019-20 Report](#)