



# IOWA

## Department of Education

Ann Lebo, Director

Kim Reynolds, Governor  
Adam Gregg, Lt. Governor

### Commission on Educator Leadership & Compensation Agenda December 12, 2022 4:00pm-5:30pm

In-person

Virtual

Grimes Building

<https://IDOE.zoom.us/j/96938084343?pwd=Z2tzZTd3OGJpMGhKZHYvMmx0TEJsQT09>

(400 E. 14<sup>th</sup> Street Des Moines)

Meeting ID: 969 3808 4343 – Passcode: 719081

State Board 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.*

#### Participants

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

**Creating excellence in education through leadership and service**

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Mike Beranek	Teacher and President, ISEA	X
Janelle Brouwer	Superintendent, SAI	X
Kenneth Hayes/Designee	Administrator Prep, UNI	X
Russ Adams	Superintendent, SAI	X
Zipporah Smith	Teacher, ISEA	X
Liz Brennan	President Elect, IASB	X
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	

IDOE Designee: Kimberly Buryanek	Learning and Results Division Administrator	
IDOE Designee: Jeremy Varner	Community Colleges and Workforce Preparation Division Administrator	
IDOE Designee: <a href="#">Amy Gieseke</a>	Bureau of Community Colleges Chief	

### Agenda

Time	Activity
4:00-4:10 p.m.	Welcome – Director Ann Lebo/Kim Buryanek
4:10-4:20 p.m.	Introductions - Lora Rasey
4:20-4:30 p.m.	Recap of 11.29.22 Meeting - Lora Rasey <a href="#">Agenda with minutes</a> <a href="#">Draft Report</a> <a href="#">Report Discussion Notes</a> <a href="#">Recommendation Notes</a>
4:30-5:15 p.m.	Developing Recommendations and Report Approval – Lora Rasey <a href="#">Summary of Recommendations for Discussion</a> <a href="#">Notes from Team Discussion</a>
5:15-5:30 p.m.	Next Steps and Next Meeting – Jeremy Varner

### Minutes

Agenda Item	Minutes
Welcome	
Introductions	
Meeting Recap	Lora provided five minutes for the commission to review from the last meeting (11.29.22) and to note what stands out.  Commission members noted what should be prioritized in the recommendations. Items included:

	<ul style="list-style-type: none"> <li>- Mentoring and recruitment (noted several times)</li> <li>- Responsibilities of instructional courses are understood and consistent</li> <li>- Continued PD and support and providing evidence of effectiveness</li> <li>- Increase clarity of resources for TLC</li> <li>- PD for administrators</li> <li>- Measures of student growth v. current outcomes/proficiencies - Evidence-based support</li> <li>- Further training for administrators about the TLC program (better advocacy for the program) - Not sending instructional coaches back to the classroom</li> <li>- Support for teacher corps</li> <li>- Career pathways for teachers</li> <li>- Opportunities for equity and diversity</li> <li>- Don't be too uniform so that each district can respond as needed</li> <li>- Standard 3 - Being culturally responsive (Standards for School Leaders). Embedding this as training for coaches.</li> </ul>
<p>Recommendations and Report Approval</p>	<p>Lora noted that the recommendations should be specific and prioritized rather than a general list so the field can respond and act. Lora proposed putting the group into breakouts to identify top two or three recommendations.</p> <ul style="list-style-type: none"> <li>- Attract, recruit and retain teachers: <ul style="list-style-type: none"> <li>- Question: Can we use TLC funds for recruitment and/or retaining?</li> <li>- Explore and create ways for TLC to attract, recruit and retain a diverse field of teachers.</li> </ul> </li> <li>- Professional Development for Administrators for TLC <ul style="list-style-type: none"> <li>- Note: Should be prioritized with the amount of new administrators and teachers.</li> <li>- May want to define who specifically needs this (new administrators?) and how that could be implemented (built into onboarding, set trainings, etc.)</li> <li>- Provide professional development opportunities for administrators to advance their roles as TLC advocates for teachers, teacher leaders and site-based leadership teams.</li> <li>- Provide tools for teacher leaders that support best practices within districts, across districts and with outside agencies.</li> <li>- Adding: Collaboration, reflection, equity</li> </ul> </li> <li>- Implementation <ul style="list-style-type: none"> <li>- Develop ways to showcase districts that have implemented exemplary TLC processes.</li> </ul> </li> <li>- Monitoring</li> </ul>

	<ul style="list-style-type: none"> <li>- Develop a reporting system around the four state TLC goals that promote evidence-based implementation along with tools and resources to assist districts in their reporting.</li> <li>- Mentoring and Induction as a specific recommendation? <ul style="list-style-type: none"> <li>- Group made comments about emphasizing the development/maintenance of a top-quality mentorship program.</li> <li>- There was also conversation about creating a whole system that is supportive for new teachers.</li> </ul> </li> <li>- Support for new-to-the-profession teachers through strong mentoring programs and other TLC resources.</li> </ul>
Next Steps	<p>Which recommendation should we start with at the next meeting?</p> <ul style="list-style-type: none"> <li>- Mission &amp; Vision - Longevity of the program</li> <li>- How can exemplary programs help with the longevity?</li> </ul>
Next Meeting	<p>Next meeting will be a half-day in-person. Lora will send a Doodle poll. Lora will keep in touch if anything legislative is proposed around TLC (nothing has yet been noted)</p>
Other	

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**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](#)