

# **Maryland Council for Educator Effectiveness (MCEE)**

## **Minutes from Meeting of January 10, 2011**

### **Absent:**

*Dr. Bonita Coleman-Potter*

*Mr. John Ratliff*

*Dr. Mary Kay Finan*

### **Minutes**

Dr. Nancy Grasmick, MCEE Co-Chair, opened the meeting at 1 p.m. and asked members to review the Minutes of November 29, 2010 and December 13, 2010. With no discussion, the minutes were approved as presented.

### **Meeting Dates**

Dr. Grasmick distributed dates for future meetings of the Council and asked for comments. Mr. Rutledge expressed his choice to hold meetings after school hours since he is a school-based employee.

Dr. Grasmick noted that the April 11<sup>th</sup> meeting date is the final day of the 2011 General Assembly Session which could prohibit many members from attending the Council meeting. She also noted that Dr. Charlotte Danielson is scheduled to present to the Council on January 24<sup>th</sup>. Ms. Kitchen suggested that some half-day meetings could be combined into a full-day session. Dr. Grasmick said she will do a review and send out another set of proposed dates for the Council's perusal. Ms. Streckfus offered to assist with meetings by providing a new computer program.

### **The Arts Content Workgroup Overview**

*James Tucker, Coordinator of Fine Arts, MSDE*

*Mary Ann Mears, Board Member of Arts Education in Maryland Schools Alliance*

Dr. Mears reported that the past two decades have shown a focus on establishing high quality state standards for arts education, improving teacher preparation programs, developing professional development programs and using data to inform instruction,.

Mr. Tucker discussed the models for art teacher evaluations being used in the local school systems (LSS) currently. He said that some LSS are using the Danielson model which ensures the quality of teaching the arts. He said that most LSS are using a traditional observational framework. He noted that the group of art specialists was asked to work on

multiple measures for evaluating student performance and teacher effectiveness in the arts. He noted that arts integration is growing in Maryland and discussed a program entitled, Portfolio Plus, which is designed to provide evidence of student growth in the area of arts education.

Dr. Mears provided a brief history of arts education in Maryland and reported on the fine arts toolkit currently being used by teachers across the State. She reported that the arts education group recommended Portfolio Plus as the evaluation instrument to be used for arts education. She noted that they agreed that teacher evaluation should be linked and integrated at the system and state levels. She also noted the need for pre-service and in-service teacher professional development programs and partnerships with Institutes of Higher Education.

Senator Kelley agreed that there needs to be good training and transparency in teaching the arts.

In response to a question by Mr. Burton, Mr. Tucker said the arts group did not agree on a definition of “highly effective” and “effective” teachers. He said they did agree that there needs to be alignment on teacher and principal definitions.

Dr. Leak requested a written response to the questions posed to the arts specialists by the Council. Dr. Mears agreed to provide the Council members with a copy of the presentation being made today.

Ms. Bost asked the presenters to provide the Council with the opinions of the arts group in relation to the use of Portfolio Plus.

In response to a question by Dr. Alonso, Dr. Mears said that the arts education standards are posted on the MSDE website and are well-defined for use by LSS. She explained that there is a proven correlation between arts education and student learning and noted that some LSS don't hold art teachers accountable and don't evaluate them effectively.

Senator Kelley said, “Studying Arts is civilizing.”

Dr. Alonso said that he needs a clear roadmap that puts art teachers in the same kind of frame as all other teachers. He stressed the need to make them more accountable so that they can be provided with the support they need.

In response to a question from Ms. Kitchen about teacher workload, Mr. Tucker said that students maintain their own portfolios and share their work for feedback.

Dr. Grasmick said that Dr. Mears and Mr. Tucker will distribute a copy of their presentation and urged Council members to view the arts education standards and toolkit on the MSDE website. In response to a question by Ms. Bost, Dr. Grasmick said that the Master Plans provided by LSS include the provisions required by the standards for conducting arts education in the schools.

**English for Speakers of Other Languages (ESOL)**

*Dr. Karen Woodson, Director, ESOL/Bilingual Programs, Montgomery County Public Schools (MCPS)*

Ms. Weller introduced Dr. Karen Woodson, Director of the ESOL/Bilingual Programs for the MCPS, to provide some insight into ESOL education.

Dr. Woodson explained that ESOL teachers are graduate-level trained to teach English Language Proficiency (ELP). Dr. Woodson reported that MCPS created a curriculum based on ELP to meet federally mandated Annual Measurable Achievement Objectives (AMAO) such as:

- provide evidence of data-driven decision-making to drive instruction;
- provide evidence of commitment to continuous improvement and professional development; and
- provide evidence of professionalism.

Dr. Grasmick noted that approximately five percent of the student population in Maryland is represented by ELL students.

In response to a question by Mr. Barclay, Dr. Woodson said that students may take between five and ten years to attain ELP. She explained that interpersonal and social English can be learned very quickly but that English for learning core subjects is a lengthy process.

In response to a question by Mr. Rutledge, Dr. Woodson said that there are predictable plateaus for student growth in ELP.

In response to a question by Senator Kelley, Dr. Woodson said that there is no correlation between the language the student knows and his or her success in ELP.

In response to a question by Ms. Kitchen, Dr. Woodson said that students are pre-assessed in the fall or when the student enrolls using a placement test.

In response to several questions from Dr. Leak about the need to evaluate ESOL teachers on the progress made by students in other content areas, Dr. Woodson said that a national norm assessment of English proficiency is used to address these issues.

Ms. Weller reminded Council members to place any further questions on index cards provided.

**Transition to Sub-Committee work:**Dr. Grasmick noted that the Council sub-committees will be required to provide an interim progress report by March 15<sup>th</sup> and said that Committees will be given specific questions to answer for the report.

In response to a question by Ms. Bost, Dr. Grasmick said that the Content Area Work Groups are not mandated to provide minutes of their meetings.

Dr. Leak stated that he would like to see specific responses by the Content Area Work Groups on the questions provided by the Council.

Committees met in separate groups and reported back at 11:50 a.m.

## **Committee Reports**

Non-tested 4-8

Reporter: Dennis Pataniczek

Mr. Pataniczek reported that the Committee discussed the variability across the State of resources in non-tested areas. He said they discussed how to reduce silos within these groups. Mr. Pataniczek reported that the group discussed the distinctions between effective and highly effective teachers and principals. He said they also discussed the cautions, precautions and parameters for local school systems in their piece of the evaluation system. Mr. Pataniczek said they are going to make recommendations that will evolve over time – “the finished product will change.”

Tested 4-8

Facilitator: Bridgette Blue

Ms. Blue said the group will meet again to fine tune the definitions of highly effective and effective teachers and principals. She said the Committee discussed the framework and that they need clarification on the 50 percent issue.

Ms. Pipken reported that the group talked about multiple measures for the student growth part of the evaluations.

High School

Facilitator: Christopher Barclay

Mr. Barclay reported that they are looking at growth model options. He said that the group feels there is a need for clarity looking at the interface of the RTTT requirements and the NCLB requirements. He reported that the Committee members expressed concern over the value-added model – should we recommend a model that does not have enough research? He said they looked at “simple growth” and that they want more information on simple growth models and where they are being used.

PreK-3

Facilitator: Judy Walker

Ms. Walker said they are looking at assessments that are being developed from the MMSR to be used as a pre-test with quarterly tests administered throughout the year. She said that teachers could look at the data at the end of the first quarter and develop an action plan. Ms. Walker said that one of the attributes of a “highly effective” teacher would be the collaboration with other teachers to help students meet their goals.

Ms. Kitchen said there needs to be more emphasis on what teachers do to improve student achievement not just the use of test results.

### **Adjournment**

Dr. Grasmick reported that the next meeting will held on January 24<sup>th</sup> from 1 - 4 at the Board of Education Building in Anne Arundel County.