

**Maryland Council for Educator Effectiveness (MCEE)
Minutes from Meeting of June 20, 2011**

Absent:

Delegate Anne Kaiser

Minutes

Betty Weller, MCEE Co-Chair, opened the meeting at 9:10 a.m. and asked for approval of the minutes of the June 7th meeting.

Ms. Bost requested that a reference to “the pilots” be included in the minutes on page 4, paragraph 6. Upon a motion by Dr. Leak, seconded by Mr. Barclay, the Council approved the minutes, as amended. Ms. Bost noted that the March minutes are not on the MSDE website. Dr. Grasmick said they will be added.

Discussion of the Initial Recommendations for the Statewide Educator Evaluation System

Dr. Grasmick reported that she recently received formal approval from the US Department of Education of the amendment for a second year of “no fault” piloting to include all 24 LEAs.

Ms. Weller said, “This is not the end of anything, this is a beginning. There will be changes made as we proceed.”

Dr. Grasmick said, “This is a starting point. These two years will be absolutely critical. The AFT was really impressed with what the Council has done.” She noted that seven Council members provided comments and edits to the draft report. She said that since these comments were received as late as the Friday before this meeting, her staff worked all weekend trying to incorporate a number of the changes noting that some edits would have substantively changed the intent of the report and therefore were not included. Dr. Grasmick noted that the timeline on page 6 will be revised to reflect the amendment approval for a two-year piloting period.

Mary Gable, MSDE Assistant Superintendent, distributed a copy of the amended Report and the group was given time to read the document.

After sufficient time to digest the amended report, Dr. Grasmick asked the group for their input. She noted that for the Teacher/Principal Evaluation System: General Standards, LEAs will be able to determine the matrix numbering system but that proportions must reflect a 3:2 state student growth to LEA student growth ratio. Further, if a state test is administered, it must be included as one of the state measures of student growth, and a teacher must be rated effective in student growth to receive an overall effective rating.

There was lengthy discussion about the need to include matrices in the general standards portion of the document or as appendices. Dr. Grasmick explained that the material beginning on page 17 explains to LEAs that this portion is the State's default model.

Some members of the Council expressed their concerns about the matrices being included in the general standards portion of the document. Mr. Rutledge distributed a proposed matrix for the State model in which each component can be weighted from a raw score. Dr. Grasmick said that his LEA will be given the option to use his matrix just as all LEAs will have that option as long as they can show how they meet the criteria established in the general standards.

Council members provided their input into this proposal. Dr. Grasmick reiterated that this is a beginning point which offers flexibility for the LEAs and that the pilots will provide valuable information on the use of this evaluation system.

Senator Kelley moved and Dr. Leak seconded the motion to approve the portion of the Report on pages 14-17 which provides guidance to LEAs to determine their own evaluation system model.

Mr. Rutledge moved and Ms. Bost seconded the motion to move the graphics, including his suggested matrix, to an appendix. The motion failed.

Upon a motion by Ms. Bost, seconded by Mr. Rutledge, the Council approved the omission of the matrices on pages 14 to 16 for the general standards for LEAs by a roll call vote of 10-9, with one abstention.

Ms. Bost requested the addition of a narrative of the definitions on page 20 for highly effective and effective teachers and principals. After brief discussion, Council members agreed that the pilot programs will clarify the definitions.

Ms. Pipkin suggested providing pilot LEAs with specific questions to be answered following the piloting period. Senator Kelley said she felt that specificity would not allow

for creativity and flexibility for LEAs. Senator Kelley moved the adoption of the full Report, as amended. Dr. Finan seconded the motion.

Dr. Leak noted that the revised timeline which reflects an additional year of piloting should be included in the Report. Senator Kelley accepted this as a friendly amendment.

Ms. Bost and Mr. Barclay expressed concern about other areas of the Report. Dr. Grasmick said that everyone is welcome to engage in discussions with the piloting LEAs as they clarify their evaluation processes.

Ms. Streckfus said she has confidence in the LEAs to create fair evaluation models.

Upon a roll call vote of 13-7 on the Kelley/Finan motion, the Council accepted the Report as amended.

Ms. Pipkin spoke on behalf of the dissenters stating that they opposed the motion because of a concern that there were more issues to be discussed throughout the document. She reiterated the need for specific questions for the piloting LEAs to answer for the Council's December meeting. Dr. Grasmick asked her to provide those questions to the MSDE staff for discussion at the December Council meeting.

Mr. Melendez asked that the Council be provided frequent updates on activities in the piloting LEAs.

Dr. Grasmick thanked the Council members and said, "This was a very difficult assignment. One that was not successful in many states."

Ms. Weller thanked Council members and reiterated the need to keep Council members up to date on the activities occurring in the piloting counties.

The meeting adjourned at 11:20 a.m.