



ProComp

Transition Team Meeting

January 30, 2008

MINUTES

Present: Jeff Buck, Kathy Kochis, Anna Marcuerquiga-Hughes, Margaret Bobb, Rob Gould, Brad Jupp, Henry Roman, Adrienne Army, Cal Hosman and Ann Christy; Support: Bria Cunneen; HR Directors: Robyn Fergus and Lee Renfrow

Absent: Brett Fuhrman, Mike Gaither

I. Review agenda - (Kathy Kochis)

Action Items:

II. Approve January 16, 2008 meeting minutes (Kathy)

January 16th's meeting minutes were approved and will be posted online.

III. Hard to Staff results (Dennis Wolfard)

After looking at both regional supply and demand data and district qualified teacher vacancy rates, the recommendation was made to use the same Hard to Staff list as last year. It was also recommended to consider 6th, 7th and 8th grade teachers in K8 schools as "secondary teachers." This will affect the "Secondary Math Teachers" assignment by including all math teachers in grades 6-12. The team approved the recommended list of Hard to Staff Assignments.

IV. Distinguished Schools criteria & results (Jeff Buck)

Classified "Distinguished Schools" in ProComp meet either the Academic Excellence, Beat the Odds or Student Growth criteria. The same methodology as last year was used to determine schools in Academic Excellence and Beat the Odds. However, due to the change in calculating CSAP growth, with the move to Student Growth Percentiles, the methodology was changed slightly on the Student Growth criteria. However, even with the change a similar number of schools as last year met the criteria; approximately 35 schools are considered Distinguished this year, compared to 37 last year. The group approved the list and asked for a more detailed explanation of the Student Growth Percentile methodology. Bob Good has been invited to the next meeting for a review of the School Performance Framework which includes the Student Growth Percentile calculation.

V. Exceeds Expectations criteria & results (Jeff)

The team reviewed the criteria involved in identifying those teachers that succeeded in achieving exceptional CSAP growth in their classrooms. Approximately 75 teachers were identified and the ProComp team will be personally going through the list and calling principals to verify the credibility of the data. The initial check has been positive, showing a good connection between the data and reality in the classroom. The team approved the criteria and the ProComp team will continue to vet the list.

VI. Discuss DCTA's Goals & Tradeoffs for ProComp (Henry Roman)

The group discussed the District's goals for ProComp and offered edits to this list, including recognizing the importance of determining the fiscal viability of the system before paying more money from the Trust, the limitations of the district's initial salary setting policy, and the obligation to modify the program after receiving program evaluation data. The group agreed to add a goal regarding providing teachers with "some level of predictability in their earnings structure." However, the teachers view these goals as the District's priorities and will meet prior to Tuesday, February 19th's meeting to provide the larger group with DCTA's recommendations for what should be considered the Transition Team's ProComp goals.

VII. Fiscal Model (Kathy)

a. Update on TM1 & excel models

The two models still show a discrepancy in the 50-year balance. However, it was noted that the program will need to be restructured or revamped to deal with either the Trust's excess funds or shortage of funds. Kathy noted that the assumptions and the logic on both models appear sound but the actual application of the logic is causing inconsistencies in the balances. She will continue to work through the differences and refine the approach, possibly contracting with a third party to recommend steps to modify or rebuild the model. Since the Trust Board is responsible for the fiscal model, the decision to contract with a third party or revamp the model will rest with the Board.

b. Review assumptions: participation rates for each element

Kathy distributed the participation rates for each element that were previously agreed to by the Transition Team. A few elements need to be modified from earlier assumptions (for example, Hard to Serve will need to be increased to 50% from 37% based on the new criteria for the element). These modifications were noted and the group was asked to take a look at the current assumptions for future discussion.

VIII. Discuss next steps (Kathy)

a. Internal evaluation report

We expect to have Dr. Wiley's internal student achievement report this Friday for discussion at the next meeting.

b. Schedule around evaluation of ProComp economic situation

The team has decided to meet again in two weeks—the next meeting will be Wednesday, February 13, 2008 from 4:30pm-6:30pm. The next regularly scheduled meeting is February 20, 2008 from 4:30pm-6:30pm.