

<b>Teacher Effectiveness</b> May 18, 2023 @ 4:00 pm	Zoom Meeting
<b>Attendees</b>	Working Group: Amy Sanchez , Beth Shumate , Brandi Williams , Bryan Duffie , Cayce Neal , Chris Moss , Holley Andersen , Laura Shelton , Melissa Moore, Nathan Morris, Suzanne M. Rogers ADE Staff: Karli Saracini, Andy Sullivan , Joan Luneau, Melissa Jacks, Whitney James, and Ivy Pfeffer Others: Denise Airola

<b>Draft Rule/Policy Component</b>	<b>Work Group Feedback</b>
Merit teacher incentive fund framework	A teacher deemed eligible under the program shall be rewarded with annual bonuses of no more than ten thousand dollars (\$10,000). Questions/Comments: It will be very critical how we define teacher so that career and tech or fine arts not be left out. What are other criteria that can be used? What is definition of “teacher”? Will things other than standardized test score be used? Questions about “eligibility”. Other ways to measure teacher effectiveness? How is merit going to be based? Will we be able to pair teachers to similar students across the state?
Value-added growth model calculations, reporting, and evaluation framework	In determining whether a teacher has demonstrated outstanding growth in student performance, the division shall calculate a value-added growth model score for grades and subjects, where possible. Questions/Comments: Value-added is the most fair way to measure growth because it takes into account how students have achieved in the past. We are able to control for percent of SpEd, ESL, Poverty.
Use of teacher effectiveness determinations in personnel decisions	Employment decisions based on performance, effectiveness, and qualifications.

<b>Next Steps</b>	Meeting Notes, Slides and resources will be sent to attendees In-person meeting scheduled in June 2023.
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