

Teacher Effectiveness Working Group Session #4

Notes



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| Meeting Date | October 2, 2023 |
| Attendees | DESE: Andy Sullivan, Joan Luneau, Karli Saracini, Matthew Sutherlin, Sharlee Crowson Task Force: Cayce Neal, Bryan Duffie, Melissa Moore, Laura Shelton, Chris Moss, Beth Shumate, Brandi Williams, Holley Anderson, Suzanne Rogers Others: Hannah Jolobois, Josh McGee |

| Draft Rule/Policy Component | Work Group Feedback |
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| Merit pay Scorecard | <p>Concern: K-2 teachers still will not qualify for the VAM bonus</p> <p>Clarification: Teachers must apply for a merit increase</p> <p>Concern: Law is specific that Aspiring Teacher may qualify, they will not have an effective or higher rating within the last 2 years. They could qualify for the geographic or shortage area. Some districts do evaluations more frequently than every 4 years.</p> <p>Concern: not clear on “previous two years” of effective or higher rating. Discussion: At least one effective rating within the last two years.</p> <p>Question: Will it be next year when we receive VAM scores Discussion: VAM merit pay will be based on teacher growth scores from the previous term’s testing cycle. October VAM 2023 score is based on Spring 2023 Testing Cycle. \$10 Million allocated this year and must be dispensed by June 2024.</p> <p>Question: How will new teachers be eligible? They will be eligible the next year once they have a VAM score.</p> <p>Question: How will we prioritize applicants since funds are limited? Discussion: Possible to do first come/first served, lottery....</p> <p>Question: Who will get the VAM score for the writing? Discussion: Not sure who will get credit for the writing VAM.</p> <p>Question: Do all programs have a yearlong residency? Discussion: Some programs have a yearlong residency, but all programs must have a yearlong residency in 2026-2027 and thereafter.</p> <p>Concern: Not many will qualify for the \$3K amount because of lack of coaching training. Discussion: There are many options for coaching training throughout the state and multiple designation programs have the coaching requirement included. Mentoring funds provided to educational service cooperatives by the DESE can be used to pay for more opportunities of the mentor coaching training. Cognitive coaching at the ESCs can be paid for with a grant once there is a minimum of 12 participants.</p> <p>Concern: Rural districts do not get many student interns. Discussion: The yearlong residency is also for candidates in alternate prep programs such as ArPEP and MATs.</p> <p>Comment: This structure is a foundational piece to begin the program, and maybe it is a good place to start. If the structure needs to change over time, then it can be revisited when revisions are needed.</p> <p>Concern: Money will be going to districts that place a burden on districts to provide the matching benefits. Discussion: The district will provide the benefits match but can take it out of the initial funds. If DESE provides the match like NBCT then less teachers will get a merit bonus. Districts cannot survive if they must pay the match.</p> |



| Next Steps | |
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| | <p>Remove “apprentice” mentors from the \$3K amount since they are receiving Department of Labor funding. Be sure that the DESE provides the match for the merit pay funding. Check with Denise’s group regarding who gets VAM for writing.</p> <p>DESE Will plan on meeting with all Educator Workforce stakeholder groups together.</p> |