# **DPS District Accountability Committee Minutes**

April 26, 2016

**Welcome:** Meeting was called to order by Ed Krug at 5:40 pm.

**Minutes Approval:** Sherry Eastlund moved to approve the March minutes. Motion carried.

## **District Presentation: Teacher Career Pathways**

- Kate Brenan presented on Teacher Leadership and Collaboration..
  - Believe quality of teaching is the most important avenue to success
  - Used to be either/or Admin or teacher.
  - Want strongest teachers to stay in the classroom, but looking to grow influence of
    effective teachers.
  - Want to increasing coaching and feedback and build stronger teams. Distributed leadership. Eight teachers maximum per lead.
  - Average is half time teaching / half time coaching. Often, team lead is working with the same families and is working with the same grade level & content. Sometimes two team leads share a classroom. Logistics can be challenging. District needs to ensure good training.
  - Feedback from teachers feedback is more actionable than others gave in the past. Evaluating peers can be a challenge.
  - Started with 14 schools. Grew to 40, 70, now 114 next year.
  - Gives teachers more buy-in. More voice in how the school is run. Empowers teachers to be the school-based experts. Instructional leadership team is expanded.
  - Distinguished teachers at Title 1 schools in the team lead role are being retained at a higher rate.
  - 25% of team leads would like to move into admin in the next 5 years
  - Additional Roles:
    - O New Teacher Ambassadors: Focus on social-emotional needs of new teachers
    - Team Specialist/Regional Team Specialist: Leading planning, data cycles, group collaborative time: PE Teacher with other school PE teachers, for example.
    - o Resident Mentor: One on one coaching
  - Research base is strong, but it is a gamble. Need to pay attention to the student data.

**School Board**: Happy Haynes expressed appreciation of the DAC service.

#### **DAC Committees:**

## • Performance Committee:

- Have visited Munroe Elementary. Was a great example of team leads. Current principal has been there seven years and growth has taken off in past two years. School Visits sign-up
- o Encourage DAC members to sign up for the remaining two school visits.
- o SPF sometimes doesn't tell the whole story; need to put it in context

#### • Great Schools Committee:

o First interview yesterday

o Schools pulled out so only June recommendations

## • Budget Committee:

O Nothing new to report. Rescheduled meeting.

# • Whole Child & Family and Community Engagement Committees:

- o Will start in August.
- o District is working on deliverables.
- o Would like to meet with committee chairs in May or June.
- o UIP is adding a whole child component

Adjournment: Sara Carlson moved to adjourn. Approved at 7:20 pm.