



INDIANA STATE BOARD OF EDUCATION

INDIANA STATE BOARD OF EDUCATION EXECUTIVE SESSION

December 3, 2014
9:00 a.m.

Indiana Government Center South
Conference Room B
302 West Washington Street
Indianapolis, Indiana 46204

Board Members Present: Superintendent Glenda Ritz (Chair), Mr. Troy Albert, Mr. Dan Elsener (Secretary), Dr. David Freitas, Mr. Gordon Hendry, Ms. Andrea Neal, Mrs. Sarah O'Brien, Dr. Brad Oliver, Mr. Tony Walker, Mr. B.J. Watts, and Mrs. Cari Whicker.
Board Members Absent: None

The executive session was held to discuss pending litigation pursuant to Indiana Code Section 5-14-1.5-6.1(b)(2)(B) and for discussion pursuant to Indiana Code Section 5-14-1.5-6.1(b)(7) of records classified as confidential by state or federal statute. I, John Snethen, General Counsel to the Indiana State Board of Education, do hereby certify, pursuant to Indiana Code Section 5-14-1.5-6.1(d), that no subject matter was discussed in the executive session other than the subject matter specified in the public notice.

A handwritten signature in black ink, appearing to read "John Snethen", written over a horizontal line.

John Snethen
General Counsel
Indiana State Board of Education

INDIANA STATE BOARD OF EDUCATION
BUSINESS MEETING MINUTES

December 3, 2014

9:30 a.m.

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Board Members Present: Superintendent Glenda Ritz (chair), Mr. Troy Albert, Mr. Dan Elsener, Dr. David Freitas, Mr. Gordon Hendry, Ms. Andrea Neal, Mrs. Sarah O'Brien, Dr. Brad Oliver, Mr. Tony Walker, Mr. B.J. Watts, and Mrs. Cari Whicker.

Board Members Absent: None

I. CALL TO ORDER

Superintendent Ritz called the meeting to order, the pledge of allegiance was recited, and roll was called. The roll reflected all members present.

II. APPROVAL OF AGENDA

Superintendent Ritz stated there was a request to move Discussion Item F - Additional Guidance on New A-F Model Language to New Business-Action. The Board approved this change to the agenda. Superintendent Ritz also mentioned that there may be a need to move up other items to accommodate presenters.

III. APPROVAL OF MINUTES

The Board voted by voice to approve minutes from the November 5, 2014 business meeting and the November 17, 2014 Turnaround Committee meeting.

IV. STATEMENT OF THE CHAIR

- Superintendent Ritz gave the Board a quick update regarding appeals. She stated the Department conducted a secondary appeals process based on concerns expressed during the prior meeting for all schools that had submitted appeals. She said once the appeals have been processed the category placements will be brought to the Board. Superintendent Ritz then discussed the Department's legislative agenda, which focuses on budget issues, she said.
- Lastly, Superintendent Ritz recognized the following principals and assistance principals of the year: Elementary Principal of the Year Marsha Jones from Lost Creek Elementary, Middle School Principal of the Year Rodney Hite from South Ripley Junior High School, and the High School Principal of the Year James Condon from Plymouth High School.

V. BOARD MEMBER COMMENTS AND REPORTS

- Mr. Elsener commended Scott Bogan, Coordinator of Educator Preparation at the Department, for his great work. Mr. Elsener stated that Mr. Brogan had recently been to Marian University for an NCATE (The National Council for Accreditation of Teacher Education) visit with a visitation team and they all did great work. Mr. Elsener also stated that the day after this meeting he would be in Washington D.C. for the work he has been doing for improving retention rates at the college level. Mr. Elsener commented that students who go to college need certain skills to succeed. He said retention in college is predicated on the knowledge that a student brings to college; this underscores the importance of state turnaround efforts, he said. Lastly, Mr. Elsener expressed the importance of school days for student success. He stated that school days should not be decreased.
- Dr. Oliver explained the agenda item regarding the virtual option. He commended the Department's efforts regarding eLearning as an instructional tool. He stated that his concern is the use of eLearning as a replacement for makeup days from inclement weather. Dr. Oliver stated that, at the least, there should be some legislative guidance on the issue.
- Mr. Walker thanked all the people who supported the Turnaround Committee at its meetings and in its efforts. Mr. Walker mentioned that the issue would be discussed in more detail later in the meeting and commented on a few things he learned from his service on the Turnaround Committee. He spoke about the importance of allowing districts to choose their own operator. He also mentioned that one issue

that must be figured out is how to transition schools out of turnaround once the state intervenes.

- Ms. Whicker commented that the teacher of the year banquet was an enjoyable experience. She said it was nice to celebrate a room full of great teachers.

VI. GENERAL PUBLIC COMMENT (public comments on specific agenda items are taken at the time each item is before the Board)

- Paul Ainslie, the Managing Director of the I-STEM Resource Network, signed up for general public comment and was the first to address the Board. He stated that his organization seeks to improve science and STEM (Science, Technology, Engineering, and Mathematics) skills for teachers and students. He stated the organization has five recommendations to address the science and STEM skills gap in Indiana: 1) set high expectations for student learning in mathematics and science, 2) ensure effective STEM teachers, 3) develop, advance, and evaluate effective STEM programs and strategies, 4) align learning, resources, and curriculum to standards, and 5) provide students with relevant and up to date information regarding STEM information and careers. Mr. Ainslie stressed the importance of STEM and science education.

VII. CONSENT AGENDA

- A. Governing Body Plan Changes for Clay Community Schools; B. Placement Atypical Schools

Dr. Freitas moved to approve the consent agenda and Ms. O'Brien seconded the motion. The Board voted 11-0 to approve the consent agenda by voice vote.

VIII. NEW BUSINESS – ACTION

- A. Resolution of Petition: MSB, CAB, and MEB vs. Benton Community School Corporation

Dr. Oliver moved to adopt the opinion of the Hearing Examiner and Dr. Freitas seconded the motion. The Board voted 9-0 to adopt the Hearing Examiner's written decision. Superintendent Ritz and Mr. Walker abstained.

B. Initiating rulemaking on Adult Learner Accountability

- Upon a motion and second, the Board voted 11-0 to initiate rulemaking regarding adult learner accountability.

C. State Board Interventions for Lincoln and Dunbar-Pulaski Academic and Career Academy; D. Recommendations from Public Impact and School Turnaround Committee.

- Bryan Hassel, Co-Director of Public Impact, presented to the Board.¹ He began by outlining what Public Impact has focused on to help Indiana regarding turnaround. He stated they have 1) looked to other states for promising practices, 2) collecting and analyzing select performance and enrollment data to describe progress at Indiana's turnaround academies, and 3) interviewed state and district leaders and external partners to identify successes and challenges at Indiana's turnaround academies.
- Mr. Hassel moved on to discuss Public Impact's findings that can help Indiana improve its turnaround efforts. He said Public Impact learned that: 1) many of the turnaround academies serve a markedly different student population than the schools served before state intervention, 2) performance has been uneven with modest gains on some indicators, but only based on two years of data, 3) due to level of student enrollment change and turnaround school operator-school corporation transition challenges, data should be viewed as descriptive, not evaluative, 4) evidence suggests that state intervention has motivated some school corporations to implement new, bolder reform plans, 5) state capacity to support the turnaround academy model has fluctuated since inception, and 6) that interviewees largely agreed on the importance of a number of key factors.
- Mr. Hassel made the following recommendations: 1) articulate a clear set of transition options and criteria for current and future turnaround academies, 2) establish avenues for local, community-based councils to be informed of and involved in the change process, 3) build a deeper bench of partner organizations and education talent, 4) formalize the Transformation Zone model for state intervention, 5) re-purpose the "Lead Partner" model as an opportunity to preempt state

¹ Public Impact's presentation can be viewed at http://www.in.gov/sboe/files/PI_for_CECI_-_December_3_Presentation_Final.pdf.

intervention, 6) more clearly define roles and responsibilities within memorandums of understanding and contracts, 7) reset performance goals for all turnaround academies to inform transition options, 8) establish a more sustainable funding model for turnaround academy schools, and 9) increase state capacity to manage the scope of state directed-turnaround interventions.

- Mr. Elsener added that it's important to look at the feeder system regarding turnaround efforts. Mr. Elsener commented that the approach has to be more systemic in order to be effective. Dr. Freitas agreed and expressed the importance of addressing problems with the system and not just the symptoms in individual schools. Mr. Elsener also mentioned the importance of community involvement. Mr. Hassel agreed and stated that it's important to look at the system and feeder schools as well as the individual schools for a comprehensive approach. Dr. Oliver agreed and said he was happy to hear that a more systemic approach was being recommended.
- Specific recommendations from Public Impact included: 1) formalizing Transformation Zones as a state intervention model in Indiana, 2) establishing statewide turnaround districts, 3) encouraging districts to work with lead partners on their own to avoid state intervention, 4) clearly defining of roles and responsibilities, and 4) creating an independent Board turnaround unit that will coordinate with the Department to manage the turnaround process with clear accountability to the Board.
- Superintendent Ritz shared with the Board the work the Department has done with respect to schools in intervention. She walked through some statistics and information regarding the Department's outreach efforts. Superintendent Ritz stated that outreach is the Department's responsibility and that she takes it seriously. She said there has been great work done to prevent schools from coming before the Board as turnarounds. She also said the Department was nationally recognized for outreach. Superintendent Ritz stated that there is a high risk plan that is being implemented in Gary to help the district in a systematic way.
- Superintendent Ritz stated she is sharing this information because the Department was not able to present during the Turnaround Committee meetings. Mr. Elsener stated that he is the chair of the committee and had the Superintendent asked to present he would have welcomed it.
- Superintendent Ritz stated that it's the Department that oversees federal funds and handles outreach to ensure schools don't come before the Board for intervention. Dr. Oliver thanked Superintendent Ritz for the presentation, but said the Board has

moral and statutory obligations concerning school intervention. Dr. Oliver asked what assurances could be given that the Department will work with the Board to ensure intervention and outreach efforts are aligned. Superintendent Ritz responded that the Board has involvement in pieces; that the Board has a role starting in year 4 and 5, and an even bigger role in year 6. Superintendent Ritz said the recommendations from Public Impact would result in the Board taking some of the responsibility away from the Department. Dr. Oliver responded that the Board is trying to refine and improve turnaround in Indiana. He stated this is a hallmark of what good Boards do.

- Superintendent Ritz spoke about her authority regarding outreach. Dr. Oliver responded that he was concerning about the tone of what the Superintendent was saying. He said he felt like the tone was that the Department would do what it wants and the Board can do what it wants. He encouraged collaboration. Mr. Elsener stated that failing schools are unfair to children. He encouraged the Department to do the great things Superintendent Ritz spoke about concerning outreach to keep schools from coming to the Board in the first place. He said if the schools end up coming to the Board, the Board has a duty to act in accordance with its powers and duties. He said it's clear from research that a Board turnaround office is needed for the Board to carry out its moral, ethical, and legal obligations.
- Ms. O'Brien said a Board turnaround office would allow outreach to do its job better by allowing them to focus more on outreach strategies. Dr. Freitas stated that it's important to hear from the Turnaround Committee. He said the Board can then vote on these issues and a majority vote will prevail. The Board took a short recess.

-- RECESS --

- Claire Fiddian-Green, Special Assistant to the Governor for Education Innovation, informed the Board concerning the Turnaround Committee recommendations.² Ms. Fiddian-Green walked through the recommendations of the committee dealing with the following topic areas: 1) human capital and talent, 2) the Board turnaround unit, 3) facilities, 4) funding, 5) flexibility for school corporations and external partners, and 6) performance criteria.

² The presentation can be viewed at http://www.in.gov/sboe/files/School_Turnarounds_-_Committee_Recommendations.pdf.

- Ms. Fiddian-Green pointed out that there are more than 100,000 students in D and F schools in Indiana. She said this is why it is so vital to have coordinated efforts to create incentives for talented educators in turnaround schools.
- Ms. Whicker stated that the Board has important duties with respect to turnarounds. She said oversight is vital to carry out these duties. Ms. Whicker said the Board's statutory duties are different than the Department's, yet they are intertwined. She stressed the importance of better communication concerning these important issues, and said working together is very important. Ms. Whicker stated as a Board member she feels the weight of the responsibility for school interventions, and that the Board has to carry out its job.
- Superintendent Ritz stated that there have been communication issues on both sides. She stated that Public Impact never interviewed the Department before making its recommendation. She said the Board is trying to take over the work of the Department. Ms. Whicker stated that she is always available and wished there was more communication between her and the Superintendent. Superintendent Ritz stated that the issue is not about personal communication between her and Board members. She stated it's about communication with Board staff.
- Mr. Elsener said the Turnaround Committee would have loved input from Superintendent Ritz, but they never received it. He said that this is about students' futures being robbed by failing schools.
- Ms. Fiddian-Green clarified that Teresa Brown, Assistant Superintendent of Outreach at the Department, presented to the Turnaround Committee at its first meeting, and also to the full Board right before the first Turnaround Committee meeting. Further, she pointed out that Public Impact did interview Teresa Brown before its final report and recommendations.
- Mr. Elsener moved that the Board adopt the Turnaround Committee turnaround action and policy recommendations as presented, and the motion was seconded. The Board voted 9-2 in favor of Mr. Elsener's motion; Ms. Whicker and Superintendent Ritz voted no.
- Ms. Fiddian-Green then discussed decision points regarding the CSUSA petition for relief, recommended modifications to the Gary Community School Corporation-Edison contract for Roosevelt, and the new Board interventions at Lincoln in Evansville and Dunbar Pulaski in Gary. With respect to CSUSA and Emma Donnan, Emmerich Manual, and Carr Howe, Ms. Fiddian-Green stated that the committee's recommendation is to extend the contract by two years. She stated that the committee also recommends modifying the contract to ensure that there are clear

and explicit performance benchmarks to inform later transition options, which could include either a return to IPS or operation as a charter school. The committee also recommended establishing a three-way memorandum of understanding between the Board, IPS and CSUSA.

- Ms. Fiddian-Green commented on the issue of expanding Emma Donnan to become a K-8 school, instead of just grades 7 and 8 like it is now. However, she informed the Board that Board counsel said there is no authority to implement this under current law. The recommendation is that the Board should mediate a decision with IPS, CSUSA, and the school communities to either: 1) transfer Emma Donnan students to Emmerich Manual and return the Emma Donnan facility to IPS, or 2) allow CSUSA to withdraw or modify its petition for relief if an alternate solution is determined. As an alternative plan, CSUSA has requested the ability to place a charter K-6 school in the Donnan facility, Ms. Fiddian-Green stated. Ms. Fiddian-Green went on to say that Board counsel believes this is not a legal option either.
- Mr. Elsener moved to adopt the recommendations of the Turnaround Committee regarding Emma Donnan, Emmerich Manual, and Carr Howe, and Ms. O'Brien seconded. The Board voted 11-0 to carry the motion.
- Ms. Fiddian-Green then moved on to Arlington. She mentioned that Tindley would be withdrawing and that would leave Arlington without an operator. She informed the Board that the recommendation of the committee is that Arlington be incorporated into a new IPS Transformation Zone. A second recommendation from the committee is that IPS will assume direct management of the school reporting directly to the Board. The Mayor's Office has agreed to help oversee the orderly and efficient transition of school management from Tindley back to IPS, including transfer of all school equipment and student records.
- Upon motion and second, the Board voted 11-0 to have plans submitted by IPS concerning Arlington, Washington, Marshall, and Broad Ripple. Mr. Walker said he hoped the plans would include feasibility issues and an external partner.
- Ms. Fiddian-Green then moved on to Glenwood and Lincoln. She said the recommendation is to formalize a Transformation Zone in a memorandum of understanding with the Board and Evansville. Dr. Oliver moved to adopt the recommendation and Dr. Freitas seconded the motion. The motion carried by a vote of 11-0.
- Cheryl Pruitt, Superintendent of Gary Community School Corporation, addressed the Board. She spoke to the Board about Roosevelt in Gary. She stated that the issues in Gary go beyond academics. She said Gary is in a dire financial situation. Dr. Pruitt

said a systemic approach is needed in Gary, and that she recommended that Edison serve as the external partner. She said the plan would focus on improving finances, education, and talent. Dr. Pruitt asked that the Board not take action on Roosevelt or Dunbar Polaski until Gary can present a plan that will deal with the issues Gary faces holistically. Dr. Pruitt said the plan can be ready for the January Board meeting. Mr. Elsener requested that Board staff be involved in the communications with Gary's plan.

- Dr. Oliver moved to allow Gary to present a plan at the next meeting that would include Roosevelt and Dunbar Pulaski and Mr. Walker seconded. The motion carried 11-0. The Board took a short recess.

-- RECESS --

F. *eLearning Application and Inclement Weather Days*

- This item was moved up in the agenda for the convenience of the presenters. Superintendent Ritz invited speakers to the podium. The first speaker was Jonathan Hoke, Principal at Attica High School. He stated that Attica utilizes eLearning and that it has been very smooth in its implementation. He said the fact that eLearning could replace a snow day is a good thing. Mr. Hoke commented further on the benefits of eLearning at his school. He said it has been effective for Attica, including students from poverty. He said eLearning for snow days is important to allow as much instruction as possible to be packed in before high stakes testing. Ms. Neal asked about families that do not have access. Mr. Hoke responded that his district is a small one and that they work with those families on an individual basis. He mentioned sometimes the library can be utilized or a student can go to another family's home. Mr. Hoke stated that some rural students could possibly not be able to use the eLearning program.
- Dr. Oliver commented that eLearning is a great thing, but that his concern is eLearning used as a replacement for a statutory instructional day. Dr. Oliver said there are many issues that can come up that haven't been figured out yet, including accommodations for special needs students. Dr. Oliver stated that, without a closer look and more fact-finding, he is not ready to say at this time that eLearning should count as an instructional day. Superintendent Ritz commented that the criteria to apply for snow makeup is very strict.

- Ms. Whicker pointed out that a student that does makeup work after being absent is still counted as absent. Mr. Elsener said he has concerns regarding the reduction in instructional days. He stated that eLearning should not be a replacement for instructional days, it should be used in conjunction with, and in furtherance of, traditional instruction. Dr. Freitas commented that Indiana is a leader in eLearning. He said this should continue to be looked at terms of how it can be utilized in furtherance of education in Indiana.
- Michael Moore, Director of Legal Affairs for the Department, addressed the Board next. He stated that the Department has the statutory authority to waive the financial penalty for a school not meeting the 180 instructional day requirement. He said the penalty is a financial one and that there is not really a hard rule with regard to the 180 instructional days. Mr. Moore continued that he believes the Department has the authority to allow schools to use eLearning for makeup days based on its waiver authority and its authority to encourage the establishment of innovative calendars. Mr. Moore clarified that the Department is not waiving the 180 day requirement, just the financial penalty for schools not complying.
- Dr. Oliver said this is a major policy change from prior practice. He commented that the legislature should be allowed time to provide guidance on this. He reiterated that there is a requirement of 180 days of instruction and that his concern is the use of eLearning in place of instructional days.
- Superintendent Ritz invited Candice Dodson, Assistant Director of eLearning, to address the Board. She stated that eLearning is anything that has to do with instructional technology. She also stated that Indiana is a leader in eLearning and presented some background information for the Board to consider.³ Ms. Dodson explained that eLearning can be a great tool for schools to use along with traditional instruction. Ms. Dodson explained the flex pilot, which was created in 2011 for schools interested in exploring innovative approaches to school schedules by leveraging eLearning option. She also commented that eLearning is not large yet in Indiana and that they are tweaking it and improving it. Ms. Dodson also spoke about the ways that work online can be monitored.
- Jenny Froehle, Chief Academic Officer for Zionsville Schools, addressed the Board next. She commented that last winter the goal was to try and figure out how to reduce days added at the end of the year. Ms. Froehle expressed the importance of as much instruction as possible before standardized testing. She said digital learning

³ This presentation can be viewed at http://www.in.gov/sboe/files/DOE_Elearning_Presentation.pdf.

has been an important part of addressing these issues in Zionsville. Ms. O'Brien stated that she supports eLearning, but expressed concern about eLearning replacing instructional days because of the individualized needs of some students.

- Craig Jernagan, Principal at Maconaquah Middle School, spoke after Ms. Froehle. Mr. Jernagan commented that his school participated in virtual days last year. He said communication with parents was key. He said teacher training is also important when utilizing eLearning. Mr. Jernagan also discussed strategies to help students participate who didn't have internet access. Judy Off, Technology Director at Maconaquah, added that by the 6th overall eLearning day the implementation had improved. She said staff is available to take calls from students and parents with questions and that those questions were greatly reduced by day 6. She also said the community has been very supportive.
- Superintendent Ritz reiterated that the application process is very stringent and that schools must be able to show that they can meet the needs of all children when they apply. She also stated that the Department has people on the ground to monitor schools utilizing eLearning. Ms. Dodson also clarified that the virtual option does not involve worksheets alone. Ms. Neal opined that some interaction with students on snow days seems like a good idea. Dr. Oliver added that he believes eLearning would be good on snow days in addition to instructional days. Dr. Freitas stated that he would like to see eLearning expanded.
- Dr. Oliver moved that the Board adopt the Resolution Regarding the Virtual Option and Dr. Freitas seconded. Dr. Oliver expressed that he had a parent contact him who was upset about eLearning being substituted for instructional days. He said this was a parent of a struggling student. He continued that this parent pointed him to the website and that was the first time he had heard anything about the virtual option. Dr. Oliver stated that he believes it's important for the legislature to weigh in on this issue for two reasons: 1) the virtual option goes far beyond the flex program that started with the Bennett era, and 2) there are school finance issues that need to be addressed. He stated that the resolution just asks the Department to help summarize these issues for the legislature.
- Mr. Hendry said the Board should be informed about these types of issues in advance. He said future policies implemented by the Department should be discussed with the Board first. He said he has a real concern about the devaluation of the 180 day requirement. M. Hendry went on to state that eLearning should be used as a supplement to a student's education, not as a replacement for instructional time. Ms. Neal added that she felt like the Board was micro-managing snow days.

- The Board voted 8-3 in favor of Dr. Oliver's motion. Superintendent Ritz, Mr. Albert, and Ms. Neal voted no.

E. Strategic Planning Committee Update and Legislative Agenda Report

- This agenda item was moved up to accommodation presenters. Mr. Hendry gave an update regarding the Strategic Planning Committee. He said the committee is working on populating the balanced scorecard and has been getting input from stakeholders. He commented that the committee has also been working with TNTP.
- Mr. Hendry then moved on to discuss the Board's legislative agenda, which includes recommended legislative changes. He invited TNTP representative Jessica Conlon to address the Board.⁴ She said TNTP has been working with the Board to improve teacher evaluation in Indiana.
- Ms. Condon walked through the following recommendations that can be addressed through rulemaking: 1) consider defining "significantly inform", 2) provide additional guidance to support the IDOE in its efforts to ensure corporations' compensation models meet the State's criteria, 3) augment standards for training evaluators, and 4) ensure the Board is familiar with assessment guidance.
- Mr. Albert expressed that he would be against the recommendation in the packet of materials that talked about moving the graduation report up so that a school's current grade would reflect its current year graduation rate. Ms. Fiddian-Green clarified that staff recommends this be taken off the list of recommendations because it will require further study.
- Mr. Hendry said TNTP recommendations would also be stricken from the first page of the Board's legislative agenda sheet.

-- Mr. Albert left the meeting --

- Ms. Conlon then discussed the following recommendations for legislative action: 1) create structures to ensure consistency of evaluation plans across the state, 2) clarify the role of teachers in developing a corporation's modified or locally-created plan, 3) clarify the Board's role in making changes to the State's model plan, 4) address the perceived negative impact of preventing salary increases for teachers

⁴ TNTP's presentation can be viewed at
http://www.in.gov/sboe/files/Initial_Policy_Recs_PPT_to_IN_SBOE_FINAL_11.26.pdf.

rated "Improvement Necessary", and 5) support teachers' understanding of their corporation's evaluation plan.

- Mr. Hendry then commented on the importance of prekindergarten. He stressed how important prekindergarten programs are for a student's success in academics and work. He stated he would like to see continued progress in this area in Indiana. Mr. Walker added that Indiana is ranked poorly in comparison to other states regarding prekindergarten. He echoed Mr. Hendry's statements concerning prekindergarten. Dr. Oliver commented on the importance of making the transition from prekindergarten into K-12 seamless.
- Mr. Hendry moved to approve the legislative recommendations with the language on page 1 regarding TNTP recommendations removed and the language regarding the graduation rate report timeline removed. Dr. Freitas seconded the motion. The Board voted 9-1 to approve the legislative agenda. Superintendent Ritz voted no.

G. Additional Guidance on New A-F Model Language

- Ms. Fiddian-Green stated that the plan is to bring proposed A-F rule language to the Board in January in order to stay on track regarding the rulemaking timeline. Ms. Fiddian-Green walked through the major policy issues and also discussed the timeline.⁵
- Upon inquiry by Dr. Freitas, Deb Dailey, Director of Accountability for the Department, said information on the report card would be separated out for growth and proficiency. She said there would also student level information and other reports containing detailed information available.
- Superintendent Ritz moved to adopt the following policy decisions and statements to incorporate into the A-F rule:
 - Weighing proficiency at 60% and growth at 40%.
 - Option D grade distributions (33% = A, 40% = B, 20% = C, 5% = D and 2% = F).
 - Limiting additional multiple measures that are more subjective, such as principal effectiveness and parents surveys.
 - Growth methodology selection:
 - The need for a coherent and systemic approach to calculating growth for purposes of student, teacher, and school accountability.

⁵ This presentation can be viewed at http://www.in.gov/sboe/files/Policy_Considerations_on_A-F_12-03-2014.pdf.

- The need to implement a growth methodology that is flexible enough to withstand the transition to new standards and a new assessment system.
- The need to address the demand from schools to receive individual student-level growth targets at the start of the school year –not at the end of the school year, as would be the case using norm-referenced Student Growth Percentiles (“SGPs”) only.
- The A-F Panel’s recommended use of baseline-referenced SGPs, which will allow the state to establish ambitious yet achievable individual student-level growth to proficiency targets at the start of the school year.
- The importance of utilizing a combination of norm-referenced and criterion-referenced growth for purposes of calculating growth, a combination recommended by two national experts: Dr. Damian Betebenner and Dr. Derek Briggs.
- Managing the transition
 - Utilizing two years of norm-referenced SGPs and providing schools with estimated individual student-level growth targets at the start of the school year; then validating and adjusting these targets as necessary at the end of the school year once statewide results are finalized.
 - Current Model’s Final Year: 2014-15 School Year
 - The current A-F system will be utilized through the 2014-15 school year, which was already approved by the Board in June 2014 and affirmed by the U.S. Department of Education’s approval of Indiana’s ESEA Flexibility Waiver application in August 2014.
 - This means that grades released in November/December 2015 will reflect the current A-F model. Delays expected due to assessment transition activities (cut score setting, equi-percentile concordance, etc.)
 - New Model’s First Year: 2015-16 School Year
 - The new A-F model will be implemented for the first time during the 2015-16 school year. This means that grades released in November/December 2016 will reflect the new A-F model.

- There will be a transition period as Indiana implements the new ISTEP+ program for grades 3-10 and phases out the current End of Course Assessments (ECAs).
- There will also be a transition to the new baseline-referenced growth methodology.
- The growth component of the new A-F system will be implemented on a staggered schedule:
 - 2015-16 school year for Grades 3-8
 - 2016-17 for Grades 3-9
 - 2017-18 for Grades 3-10.
- Ms. O'Brien seconded the motion and the Board voted 10-0 to carry the motion.
- Steve Baker, Principal of Bluffton High School, signed up for public comment and had the floor at this time. He spoke about the College and Career Readiness ("CCR") portion of school grades. He said 30% of the grade will be attributed to that. He expressed concerns that he, and other principals, have regarding CCR regarding difficulty expanding dual credit opportunities for students. He asked the Board to look at the CCR issue carefully before adjusting the 25% cap.
- Ms. Fiddian-Green then moved on to additional policy issues the Board must decide. She began with additional discussion around multiple measures. Mr. Walker said IREAD-3 should be included in the elementary school metrics. Mr. Elsener added that it is a critical pathway to success. Ms. Whicker mentioned that science is currently only assessed at certain grade levels; Superintendent Ritz responded that this could make weighting difficult. Dr. Freitas also stated that IREAD-3 should be included. Mr. Elsener recommended studying the issue of other multiple measures and weighting of those measures and making decisions at a later time. The Board members agreed with Mr. Elsener and voted 10-0 to table this issue pending further deliberation and study.

-- Mr. Elsener left the meeting --

- Ms. Dailey moved on to discuss 5 year graduation rates, and how they could be factored into the model. Upon motion and second, the Board voted 8-1 to adopt the A-F Panel recommendation to use the 4 to 5 year rate change as an addition to the 4 year adjusted cohort rate. Mr. Walker voted no.
- With regard to the CCR indicators, the Board voted 6-2 (Ms. Whicker temporarily left the room and did not vote) to leave the cap at 25% for the time being. Dr. Freitas

and Mr. Walker voted no. Ms. Fiddian-Green mentioned military entrance exams and other indicators that could be considered as part of CCR. Ms. Neal stated that the measure of CCR is limited. She said if additional indicators, like military entrance exams, could be included she might favor an increase in the cap. Mr. Walker recommended that foreign languages be added as an indicator. The Board agreed to look at other indicators and possibly adjust the cap at a later time after further study and deliberation.

- Ms. Fiddian-Green moved on to discuss the A-F Panel recommendation of an equal weight for graduation and CCR. She stated this is consistent with the current A-F model. Ms. Dailey clarified that multiple measures would make up 60% of the grade (which would include 30% CCR and 30% graduation), growth would be 16%, and performance would be 24%. Dr. Oliver moved to adopt this recommendation and upon a second the Board voted 8-0 to approve the motion (Ms. Whicker was still temporarily out of the room).
- The Board then discussed the “n size” or sample size required and the Board approved 10 by a vote of 7-0. Ms. Neal abstained because she had left the room for a short time during the discussion of this issue.
- Ms. Dailey said there was no A-F Panel recommendation regarding the growth only model for new schools that have been open for less than four years. She said one option (other than the growth only option) would be to weigh growth more heavily in these schools. The Board decided to gather more information on this and decide at a later time.
- Ms. Fiddian-Green then moved on to discuss federal waiver achievement gap issues and other issues the Board should be aware of when moving forward with new A-F language.
- Ms. Dailey spoke about special student populations next. She affirmed what will be carried forward into the new language. She explained that there is a 1% cap for alternative assessments for special education students. Ms. Dailey also explained that students that have been in the US for less than a year can be excluded from the English/language arts calculation. The Board expressed consensus in support of these these issues.

IX. BEST PRACTICES – INNOVATIONS IN EDUCATION – STUDENT SUCCESSES

Mr. Watts introduced the Superintendent of Evansville Vanderburgh Schools Dr. David Smith.⁶ Dr. Smith spoke about the great work of educators and leaders in Evansville. He stated his district is committed to research backed innovation and is disciplined in carrying that out. Dr. Smith also spoke about three priorities: student learning, effective educators and leaders, and infrastructure. He also talked about best practices in Evansville, including full day kindergarten and prekindergarten education investments. Dr. Smith informed the Board about his district's implementation of lean operations that has freed up a lot of money. He spoke about the transition zone in Evansville and the success they have experienced utilizing that model. He said the partnership with Mass Insight has been incredible. Dr. Smith informed the Board about all the gains Evansville has seen recently. Dr. Smith concluded by stating that Evansville received a National Award for District Use of Data.

X. DISCUSSION AND REPORTS

A. Charter Authorizer Reports

- Dr. Dionne Blue, Chief Diversity Officer with Evansville Vanderburgh, addressed the Board. She gave some information regarding their work as a charter authorizer.⁷ She said there are two charter schools and they have a very transparent relationship with the schools. Dr. Blue presented to the Board some specific information regarding both charter schools.
- Lafayette School Corporation was not at the meeting to present.

B. SBOE Staff Update

Robert Guffin, Executive Director to the Board, opined that it's important to deliberate thoughtfully regarding teacher evaluation around the percentage range for "significantly inform", and that the Strategic Planning Committee would continue its work in this area.

C. Pre-K Pilot Update

⁶ Dr. Smith's presentation can be viewed at http://www.in.gov/sboe/files/EVSC_For_SBOE_12-3-14.pdf.

⁷ The presentation can be found at http://www.in.gov/sboe/files/SBOE_Mtg-EVSC.pdf.

Superintendent Ritz pointed out that the Board was provided information regarding this agenda item and there were no questions.

D. NCLB Waiver Update

- Superintendent Ritz said a memo had been provided and stated that the Department will be seeking a three year renewal. Dr. Oliver asked this be added to the agenda for discussion in the future.

E. Assessment Update

Superintendent Ritz commented that the Board had information in a memo regarding this agenda item.

XI. BOARD OPERATIONS

The Board operations item was not discussed.

XII. ADJOURNMENT

Superintendent Ritz invited a motion to adjourn and Board voted to adjourn the meeting.

