

Structure and Governance Committee Recommendations

Implementation Plans for Recommendations of
Governor's Task Force for Improving Education

Idaho Legislature 2015

Structure and Governance Committee

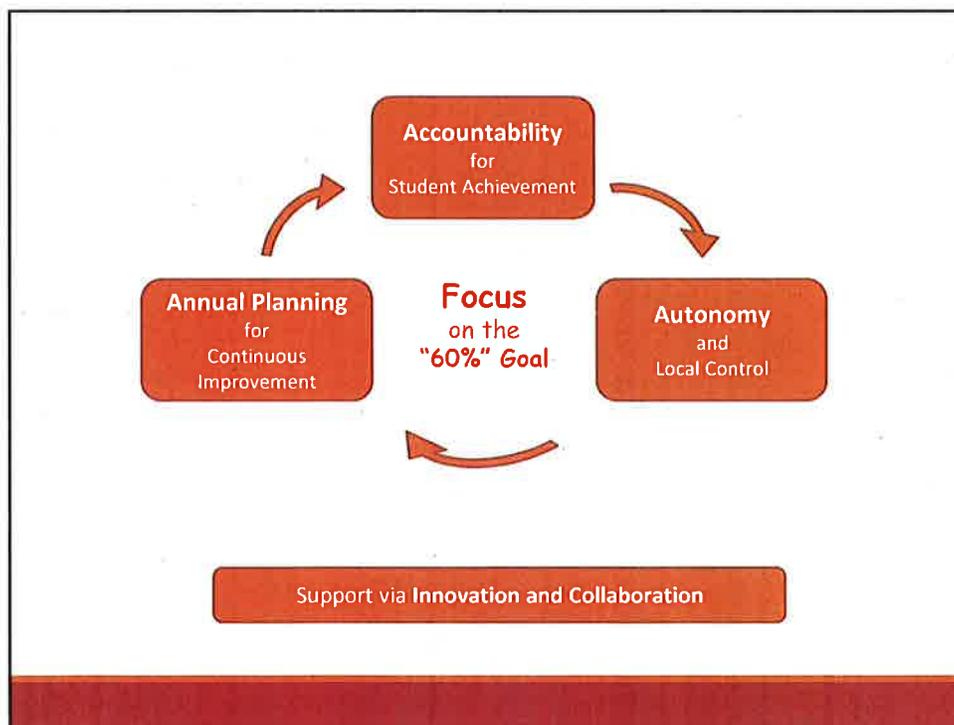
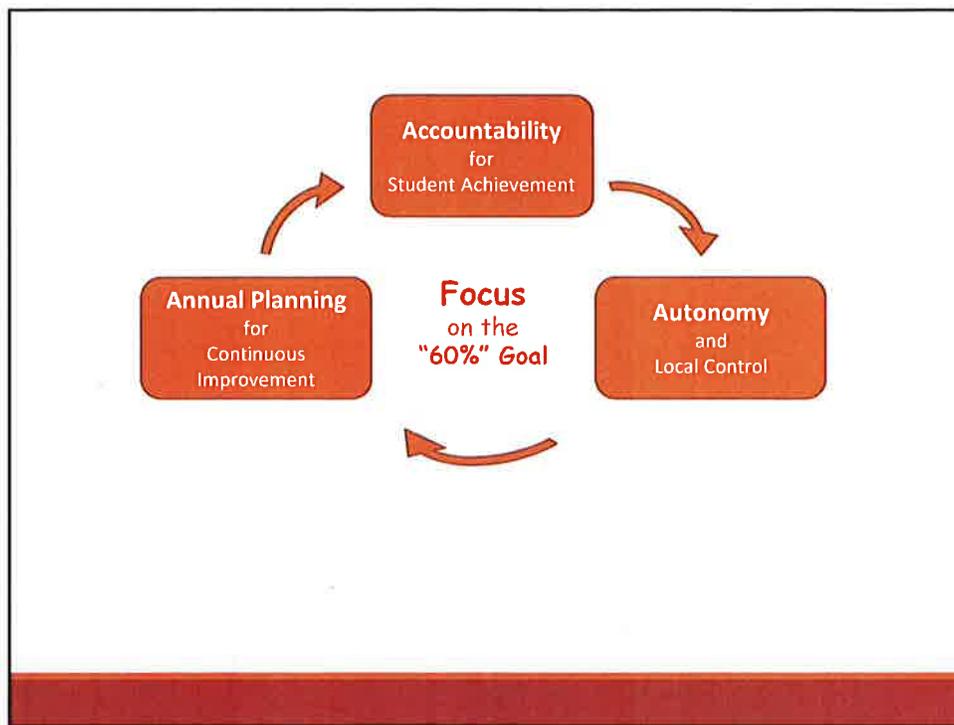
Don Soltman, State Board of Education, Chair
Bob Lokken, CEO, White Cloud Analytics & Idaho Business for Education, Co-Chair
Reed DeMordaunt, Representative, Dist. 14, House Education Chair
Donna Pence, Representative, Dist. 26
Roy Lacey, Senator, Dist. 29
Gaylen Smyer, Superintendent, Cassia School District
Anne Ritter, Idaho School Boards Association, Meridian
Alan Millar, Idaho Charter School Network
Cheryl Charlton, CEO, Idaho Digital Learning Academy
Valerie Aker, South Middle School, Nampa
Tom Luna, Superintendent of Public Instruction
Corinne Mantle-Bromley, Dean, University of Idaho College of Education
Katie Graupman, Teacher (Milken Award), Lakeland School District
Tom Taggart, Director of Business and Operations, Lakeland Joint School District
Cindy Wilson, Teacher, Capital High School, Boise School Dist.
Bill Brulotte, Principal, Perrine Elementary School, Twin Falls School Dist.
George Harad, Idaho Parents and Teachers Together

Richard Westerberg, State Board of Education, ex-officio
Roger Brown, Office of the Governor, ex-officio

The "Secret Sauce" ...

The "~~Secret~~ Sauce" ...

Focus



REVIEW OF DETAILED RECOMMENDATIONS

How we get there...

Three Areas of Recommendations

- **Autonomy and Accountability**
 - Accountability Structure Involving Schools
 - Autonomy by Removing Constraints
 - Annual Strategic Planning, Assessment and Continuous Focus on Improvement
- **High Expectations**
 - Mastery-based education
 - Advanced Opportunities
 - Funding Model
- **Innovation and Collaboration**
 - State-wide electronic collaboration system
 - Educator and student technology devices with appropriate content
 - Site-based collaboration among teachers and leaders
 - Training and development of superintendents and school boards

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Accountability

1. Revise and refine the 5-Star Rating System to facilitate accurate and fair measurement and ranking of schools and districts that require intervention and assistance.
2. Score each school on two metrics
 - a) Readiness: the percentage of graduating students that are prepared to continue to the next level.
 - b) Improvement: the year over year improvement in the level of readiness produce by that school.

Examples	Readiness Score	Improvement Score
High School	Career and College Readiness Score (CCR) (e.g. % students >= 500 on all SAT Sections)	CCR Improvement (e.g. 2014 CCR / 2013 CCR)
K-8 School	High School Readiness Score (HSR) (e.g. % students proficient or above on 8 th grade statewide assessment)	HSR Improvement
K-6 School	7 th Grade Readiness Score (7GR) (e.g. % students proficient or above on 6 th grade statewide assessment)	7GR Improvement

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COEUR D'ALENE CHARTER ACADEMY DISTRICT	COEUR D'ALENE CHARTER ACADEMY	87%
COMPASS CHARTER SCHOOL	COMPASS HONORS HIGH SCHOOL	57%
KOOTENAI DISTRICT	KOOTENAI JR/SR HIGH SCHOOL	53%
JOINT SCHOOL DISTRICT NO. 2	RENAISSANCE HIGH SCHOOL	51%
XAVIER CHARTER SCHOOL	XAVIER CHARTER SCHOOL	50%
VICTORY CHARTER SCHOOL	VICTORY CHARTER SCHOOL	45%
BOISE INDEPENDENT DISTRICT	BOISE SENIOR HIGH SCHOOL	43%
MOSCOW DISTRICT	MOSCOW SENIOR HIGH SCHOOL	39%
MCCALL-DONNELLY JT. SCHOOL DISTRICT	MCCALL-DONNELLY HIGH SCHOOL	37%
WHITEPINE JT SCHOOL DISTRICT	DEARY SCHOOL	33%
ROCKLAND DISTRICT	ROCKLAND PUBLIC SCHOOL	33%
MERIDIAN TECHNICAL CHARTER DISTRICT	MERIDIAN TECHNICAL CHARTER HIGH SCHOOL	33%
IDAHO DISTANCE EDUCATION ACADEMY DISTRICT	IDAHO DISTANCE EDUCATION ACAD-SE CENTER	32%
THOMAS JEFFERSON CHARTER	THOMAS JEFFERSON CHARTER SCHOOL	31%
BOISE INDEPENDENT DISTRICT	TIMBERLINE HIGH SCHOOL	31%
NORTH STAR CHARTER DISTRICT	NORTH STAR CHARTER SCHOOL	30%
VISION CHARTER SCHOOL	VISION CHARTER SCHOOL	30%
MERIDIAN MEDICAL ARTS CHARTER	MERIDIAN MEDICAL ARTS CHARTER	29%
COEUR D'ALENE DISTRICT	COEUR D'ALENE HIGH SCHOOL	28%
GRACE JOINT DISTRICT	GRACE HIGH SCHOOL	28%
BLAINE COUNTY DISTRICT	WOOD RIVER HIGH SCHOOL	28%
INSPIRE VIRTUAL CHARTER	INSPIRE CONNECTIONS ACADEMY	27%
JOINT SCHOOL DISTRICT NO. 2	EAGLE HIGH SCHOOL	27%
LIBERTY CHARTER	LIBERTY CHARTER SCHOOL	27%
LAKE PEND OREILLE SCHOOL DISTRICT	SANDPOINT HIGH SCHOOL	27%
GARDEN VALLEY DISTRICT	GARDEN VALLEY SCHOOL	27%
LAKELAND DISTRICT	LAKELAND SENIOR HIGH SCHOOL	27%
KIMBERLY DISTRICT	KIMBERLY HIGH SCHOOL	26%
NOTUS DISTRICT	NOTUS HIGH SCHOOL	26%
SUGAR-SALEM JOINT DISTRICT	SUGAR-SALEM HIGH SCHOOL	26%
CASCADE DISTRICT	CASCADE JR-SR HIGH SCHOOL	25%
HORSESHOE BEND SCHOOL DISTRICT	HORSESHOE BEND HIGH SCHOOL	25%
MADISON DISTRICT	MADISON HIGH SCHOOL	25%
NEW PLYMOUTH DISTRICT	NEW PLYMOUTH HIGH SCHOOL	24%
POCATELLO DISTRICT	Century High School	23%

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IDAHO FALLS DISTRICT	IDAHO FALLS HIGH SCHOOL	23%
IDAHO FALLS DISTRICT	Compass Academy	23%
TWIN FALLS DISTRICT	TWIN FALLS HIGH SCHOOL	22%
POCATELLO DISTRICT	Highland High School	21%
BONNEVILLE JOINT DISTRICT	HILLCREST HIGH SCHOOL	21%
JOINT SCHOOL DISTRICT NO. 2	ROCKY MOUNTAIN HIGH SCHOOL	21%
HIGHLAND JOINT DISTRICT	HIGHLAND SCHOOL DISTRICT #305	21%
FREMONT COUNTY JOINT DISTRICT	NORTH FREMONT HIGH SCHOOL	21%
BOUNDARY COUNTY DISTRICT	BONNERS FERRY HIGH SCHOOL	21%
JOINT SCHOOL DISTRICT NO. 2	CENTENNIAL HIGH SCHOOL	21%
IDAHO FALLS DISTRICT	SKYLINE HIGH SCHOOL	20%
LAKE PEND OREILLE SCHOOL DISTRICT	Clark Fork Jr./Sr. High School	20%
KUNA JOINT DISTRICT	KUNA HIGH SCHOOL	20%
LEWISTON INDEPENDENT DISTRICT	LEWISTON SENIOR HIGH SCHOOL	20%
CHALLIS JOINT DISTRICT	CHALLIS HIGH SCHOOL	19%
FIRTH DISTRICT	FIRTH HIGH SCHOOL	19%
CASSIA COUNTY JOINT DISTRICT	RAFT RIVER JR-SR HIGH SCHOOL	19%
FRUITLAND DISTRICT	FRUITLAND HIGH SCHOOL	19%
HANSEN DISTRICT	HANSEN JR. SR. HIGH SCHOOL	18%
POTLATCH DISTRICT	POTLATCH JR-SR HIGH SCHOOL	18%
COTTONWOOD JOINT DISTRICT	PRAIRIE JR./SR. HIGH SCHOOL	18%
WEST JEFFERSON DISTRICT	WEST JEFFERSON HIGH SCHOOL	18%
VALLIVUE SCHOOL DISTRICT	VALLIVUE HIGH SCHOOL	18%
WEISER DISTRICT	WEISER HIGH SCHOOL	18%
COUNCIL DISTRICT	COUNCIL JR-SR HIGH SCHOOL	18%
WEST SIDE JOINT DISTRICT	WEST SIDE HIGH SCHOOL	18%
COEUR D'ALENE DISTRICT	LAKE CITY HIGH SCHOOL	17%
JOINT SCHOOL DISTRICT NO. 2	MOUNTAIN VIEW HIGH SCHOOL	17%
CASSIA COUNTY JOINT DISTRICT	DECLO SENIOR HIGH SCHOOL	17%
EMMETT INDEPENDENT DIST	EMMETT HIGH SCHOOL	17%
BOISE INDEPENDENT DISTRICT	CAPITAL SENIOR HIGH SCHOOL	17%
NAMPA SCHOOL DISTRICT	SKYVIEW HIGH SCHOOL	17%
SODA SPRINGS JOINT DISTRICT	SODA SPRINGS HIGH SCHOOL	16%
IDAHO VIRTUAL ACADEMY	IDAHO VIRTUAL ACADEMY	16%
ABERDEEN DISTRICT	ABERDEEN HIGH SCHOOL	16%
TROY SCHOOL DISTRICT	TROY JUNIOR SENIOR HIGH SCHOOL	15%

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JEROME JOINT DISTRICT	JEROME HIGH SCHOOL	15%
BOISE INDEPENDENT DISTRICT	BORAH SENIOR HIGH SCHOOL	15%
BONNEVILLE JOINT DISTRICT	BONNEVILLE HIGH SCHOOL	15%
BLACKFOOT DISTRICT	BLACKFOOT HIGH SCHOOL	15%
BUTTE COUNTY JOINT DISTRICT	BUTTE HIGH SCHOOL	15%
POCATELLO DISTRICT	Pocatello High School	14%
POST FALLS DISTRICT	POST FALLS HIGH SCHOOL	14%
LAKELAND DISTRICT	TIMBERLAKE SENIOR HIGH SCHOOL	14%
SALMON DISTRICT	SALMON HIGH SCHOOL	14%
JEFFERSON COUNTY JT DISTRICT	RIGBY HIGH SCHOOL	14%
KENDRICK JOINT DISTRICT	KENDRICK HIGH SCHOOL	13%
MOUNTAIN VIEW SCHOOL DISTRICT	GRANGEVILLE HIGH SCHOOL	13%
ANOTHER CHOICE VIRTUAL CHARTER DISTRICT	ANOTHER CHOICE VIRTUAL CHARTER SCHOOL	13%
SHELLEY JOINT DISTRICT	SHELLEY HIGH SCHOOL	13%
SNAKE RIVER DISTRICT	SNAKE RIVER HIGH SCHOOL	12%
MARSH VALLEY JOINT DISTRICT	MARSH VALLEY HIGH SCHOOL	12%
ONEIDA COUNTY DISTRICT	MALAD HIGH SCHOOL	12%
CASSIA COUNTY JOINT DISTRICT	BURLEY SENIOR HIGH SCHOOL	12%
TAYLORS CROSSING CHARTER SCHOOL	TAYLOR'S CROSSING PUBLIC CHARTER SCHOOL	12%
MIDDLETON DISTRICT	MIDDLETON HIGH SCHOOL	11%

10%
or
Less

AMERICAN FALLS JOINT DISTRICT	AMERICAN FALLS HIGH SCHOOL	<= 10%
BEAR LAKE COUNTY DISTRICT	BEAR LAKE HIGH SCHOOL	<= 10%
EMMETT INDEPENDENT DIST	BLACK CANYON HIGH SCHOOL	<= 10%
BUHL JOINT DISTRICT	BUHL HIGH SCHOOL	<= 10%
CALDWELL DISTRICT	CALDWELL SENIOR HIGH SCHOOL	<= 10%
CAMBRIDGE JOINT DISTRICT	CAMBRIDGE HIGH SCHOOL	<= 10%
TWIN FALLS DISTRICT	CANYON RIDGE HIGH SCHOOL	<= 10%
CALDWELL DISTRICT	CANYON SPRINGS HIGH SCHOOL	<= 10%
BLAINE COUNTY DISTRICT	CAREY PUBLIC SCHOOL	<= 10%
MOUNTAIN VIEW SCHOOL DISTRICT	CLEARWATER VALLEY JR-SR	<= 10%
NAMPA SCHOOL DISTRICT	COLUMBIA HIGH SCHOOL	<= 10%
DIETRICH DISTRICT	DIETRICH HIGH SCHOOL	<= 10%
JOINT SCHOOL DISTRICT NO. 2	EAGLE ACADEMY	<= 10%
FILER DISTRICT	FILER HIGH SCHOOL	<= 10%
FORREST M. BIRD CHARTER DISTRICT	Forrest Bird Charter High School	<= 10%
BOISE INDEPENDENT DISTRICT	FRANK CHURCH HIGH	<= 10%
PRESTON JOINT DISTRICT	FRANKLIN COUNTY HIGH SCHOOL	<= 10%
GENESEE JOINT DISTRICT	GENESEE SCHOOL	<= 10%
GLENNS FERRY JOINT DISTRICT	GLENNS FERRY HIGH SCHOOL	<= 10%
GOODING JOINT DISTRICT	GOODING HIGH SCHOOL	<= 10%
HAGERMAN JOINT DISTRICT	HAGERMAN JR/SR HIGH SCHOOL	<= 10%
HOMEDALE JOINT DISTRICT	HOMEDALE HIGH SCHOOL	<= 10%
IDAHO ARTS CHARTER SCHOOL	IDAHO ARTS CHARTER SCHOOL	<= 10%
BASIN SCHOOL DISTRICT	IDAHO CITY HIGH SCHOOL/MIDDLE SCHOOL	<= 10%
IDAHO CONNECTS ONLINE CHARTER DISTRICT	IDAHO CONNECTS ONLINE ICON SCHOOL	<= 10%
ISUCCEED VIRTUAL HIGH SCHOOL	ISUCCEED VIRTUAL HIGH SCHOOL	<= 10%
KAMIAH JOINT DISTRICT	KAMIAH HIGH SCHOOL	<= 10%
KELLOGG JOINT DISTRICT	KELLOGG HIGH SCHOOL	<= 10%
LAKE PEND OREILLE SCHOOL DISTRICT	LAKE PEND OREILLE HIGH SCHOOL	<= 10%
PLUMMER-WORLEY JOINT DISTRICT	LAKESIDE HIGH SCHOOL	<= 10%
LAPWAI DISTRICT	LAPWAI HIGH SCHOOL	<= 10%
MACKAY JOINT DISTRICT	MACKAY HIGH SCHOOL	<= 10%
TWIN FALLS DISTRICT	MAGIC VALLEY HIGH SCHOOL	<= 10%
MARSING JOINT DISTRICT	MARSING HIGH SCHOOL	<= 10%
MEADOWS VALLEY DISTRICT	MEADOWS VALLEY SCHOOL	<= 10%
MELBA JOINT DISTRICT	MELBA HIGH SCHOOL	<= 10%

10% or Less	MELBA JOINT DISTRICT	MELBA HIGH SCHOOL	<= 10%
	JOINT SCHOOL DISTRICT NO. 2	MERIDIAN ACADEMY	<= 10%
	JOINT SCHOOL DISTRICT NO. 2	MERIDIAN HIGH SCHOOL	<= 10%
	MIDDLETON DISTRICT	MIDDLETON ATLAS	<= 10%
	MINIDOKA COUNTY JOINT DISTRICT	MINICO HIGH SCHOOL	<= 10%
	MOUNTAIN HOME DISTRICT	MOUNTAIN HOME HIGH SCHOOL	<= 10%
	MULLAN DISTRICT	Mullan Jr-Sr. High School	<= 10%
	MURTAUGH JOINT DISTRICT	MURTAUGH HIGH SCHOOL	<= 10%
	NAMPA SCHOOL DISTRICT	NAMPA HIGH SCHOOL	<= 10%
	POCATELLO DISTRICT	New Horizon High School	<= 10%
	NORTH GEM DISTRICT	NORTH GEM HIGH SCHOOL	<= 10%
	NORTH VALLEY ACADEMY	NORTH VALLEY ACADEMY	<= 10%
	CASSIA COUNTY JOINT DISTRICT	OAKLEY JR-SR HIGH SCHOOL	<= 10%
	OROFINO JOINT DISTRICT	OROFINO HIGH SCHOOL	<= 10%
	PARMA DISTRICT	PARMA HIGH SCHOOL	<= 10%
	PAYETTE JOINT DISTRICT	PAYETTE HIGH SCHOOL	<= 10%
	PRESTON JOINT DISTRICT	PRESTON HIGH SCHOOL	<= 10%
	WEST BONNER COUNTY DISTRICT	PRIEST RIVER LAMANNA HIGH SCHOOL	<= 10%
	NAMPA SCHOOL DISTRICT	RIDGELINE HIGH SCHOOL	<= 10%
	BRUNEAU-GRAND VIEW JOINT SCHOOL DISTRICT	RIMROCK JR. SR HIGH SCHOOL	<= 10%
	RIRIE JOINT DISTRICT	RIRIE HIGH SCHOOL	<= 10%
	ST MARIES JOINT DISTRICT	SAINT MARIES HIGH SCHOOL	<= 10%
	SHOSHONE JOINT DISTRICT	SHOSHONE HIGH SCHOOL	<= 10%
	FREMONT COUNTY JOINT DISTRICT	SOUTH FREMONT HIGH SCHOOL	<= 10%
	TETON COUNTY DISTRICT	TETON HIGH SCHOOL	<= 10%
	OROFINO JOINT DISTRICT	TIMBERLINE HIGH SCHOOL	<= 10%
	VALLEY DISTRICT	VALLEY SCHOOL	<= 10%
	COEUR D'ALENE DISTRICT	VENTURE HIGH SCHOOL	<= 10%
	WALLACE DISTRICT	WALLACE JR SR HIGH SCHOOL	<= 10%
	WENDELL DISTRICT	WENDELL HIGH SCHOOL	<= 10%
	WILDER DISTRICT	WILDER MIDDLE/HIGH SCHOOL	<= 10%

Small Schools ... less than 10 took the SAT No scores reported

AMERICAN FALLS JOINT DISTRICT	AMERICAN FALLS (ALT.) ACADEMY	*
TETON COUNTY DISTRICT	BASIN HIGH SCHOOL	*
BLISS JOINT DISTRICT	BLISS SCHOOL DISTRICT	*
BONNEVILLE JOINT DISTRICT	Bonneville Online High School	*
CAMAS COUNTY DISTRICT	CAMAS COUNTY	*
JOINT SCHOOL DISTRICT NO. 2	CENTRAL ACADEMY	*
CLARK COUNTY DISTRICT	CLARK COUNTY JUNIOR-SENIOR	*
IDAHO FALLS DISTRICT	Emerson Alternative High School	*
FRUITLAND DISTRICT	FRUITLAND PREPARATORY ACADEMY	*
IDAHO SCHOOL FOR THE DEAF AND BLIND	IDAHO SCHOOL FOR THE DEAF AND THE BLIND	*
SOUTH LEMHI DISTRICT	LEADORE SCHOOL	*
BONNEVILLE JOINT DISTRICT	LINCOLN HIGH SCHOOL	*
BOISE INDEPENDENT DISTRICT	Marian Pritchett	*
MIDVALE DISTRICT	MIDVALE HIGH SCHOOL	*
NEZPERCE JOINT DISTRICT	NEZPERCE SCHOOL	*
MOSCOW DISTRICT	PARADISE CREEK REGIONAL HIGH SCHOOL	*
NAMPA SCHOOL DISTRICT	PARKVIEW HIGH SCHOOL	*
EMMETT INDEPENDENT DIST	Patriot Center (at MATR)	*
WEST BONNER COUNTY DISTRICT	PRIEST RIVER EDUCATION PROGRAM	*
JOINT SCHOOL DISTRICT NO. 2	REBOUND SCHOOL OF OPPORTUNITY	*
RICHARD MCKENNA CHARTER HIGH SCHOOL	RICHARD MCKENNA CHARTER HIGH SCHOOL	*
RICHFIELD DISTRICT	RICHFIELD HIGH SCHOOL	*
SALMON RIVER JOINT SCHOOL DIST	SALMON RIVER HIGH SCHOOL	*
FREMONT COUNTY JOINT DISTRICT	South Fremont High School at 5C	*

Autonomy

3. Review and pruning of bureaucratic elements of Idaho's K-12 system that require overhead and add little value to student achievement, and that restrict freedom to innovate, drive change, and improvement.
4. Simplify/streamline reporting requirements, review of statutes and rules.

Annual Planning

5. Planning Cycle and Continuous Process Improvement Plans.
6. Update the State's strategic planning law to clarify the focus on continuous annual improvement.
7. Offer professional development, training and support for local boards/leadership to develop awareness of and competencies in continuous improvement practices.

Three Areas of Recommendations

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Mastery-based education

8. Implement a pilot program that provides funding to encourage districts and schools to create their own mastery-based models, tailored to local conditions and opportunities. Provide funding for professional development programs to assist districts/schools in implementing mastery-based models.
9. Educate districts regarding Idaho law/rule. Idaho law does not prevent districts from advancing students based on mastery or competency.
10. The State Department of Education prioritize federal or other grants to support districts who are implementing mastery programs with preference where appropriate given to rural districts

Advanced Opportunities

11. Consolidate Idaho Code pertaining to advanced opportunities into a single chapter and that the following changes be made to current advanced opportunities programs:
 - a) Eliminate the 10% participation cap on the 8 in 6 program.
 - b) Remove restriction to online courses in the 8 in 6 program
 - c) Remove the requirement that students pay 25% of fees in the Fast Forward (\$200/\$400) program.
 - d) Conduct follow-on work in 2-3 years to simplify and consolidate programs after review of Fast Forward data.
 - e) Work with legislators to create scholarships to provide assistance to students who earn college credit in high school.
12. Student and parent review of a student's 8th Grade Plan in grades 9-12.
13. Support for college and career advising including funding for districts to implement college and career counseling using a model that best fits their needs.

Funding Model

14. Continue with Average Daily Attendance funding with modifications and updates
 - a) recommend that the current attendance minimum requirements of 2.5 hours for a half day, and 4.0 hours for a full day of attendance be removed and a per credit model developed in its place.
 - b) recommend that the current restriction on funding more than one FTE be removed and state funding provided in certain situations.
15. Recommend that a subcommittee be formed comprised of large and small districts, charter and traditional schools, online schools, SDE staff, and the IDLA to explore these areas further and report back.

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Collaboration Infrastructure

16. Require State Board of Education's Data Management Council (DMC) to oversee the longitudinal data system in Idaho and report annually to the State Board and the Legislature on the project, accuracy of data and future needs/plans.
17. Revisit the data and collaboration systems after the Legislature's Office of Performance Evaluations (OPE) conducts its study of ISEE and SchoolNet – due January 2015.

Technology

18. Expedite providing broadband access and wireless infrastructure to all Idaho schools.
19. Discontinue the technology grant pilot program and make funding available to all districts for technology needs.
20. Change how information technology personnel are funded in order to allow districts the ability to pay those professionals commensurate with market rates.
21. Keyboarding skills are becoming increasingly important in early elementary school years. We recommend that keyboards for tablets be made available for student use.

Collaboration and Innovation

22. Increase the school year by 3 days (24 hours) to allow for additional paid time for job-embedded professional development and collaboration. This time should be construed separately from professional development training relating to Idaho Core Standards.
23. Recommend that job-embedded professional development and collaboration be scheduled weekly based on school schedules and student needs.
24. Provide skills training on collaboration to all teachers and staff.

Collaboration and Innovation

25. Further develop and implement the Idaho Standards for Effective Principals (which includes ongoing implementation and support for administrator training in the Danielson Framework for Teaching model through TeachScape proficiency exams).
26. The 2014 Legislature passed HB521 which allows school boards to apply for reimbursement of training programs. Each school board will be responsible for developing an annual strategic plan.
27. Support the recommendations of the Autonomy and Accountability Group which is refining the current legislation to reinforce the focus on continuous improvement.

Follow on Work

1. Legislation has been drafted as recommended regarding Advanced Opportunities and the Strategic Planning statute
2. Committee to study funding formula issues has been formed.
3. Innovation and Collaboration committee will review the Office of Performance Evaluations report in early 2015.
4. Ongoing assignment for State Department and State Board of Education to develop action plans for implementation.



Questions...

THANK YOU.

Task Force on Improving Education Career Ladder & Tiered Licensure Committee



Senate Education Committee
January 22, 2015

Governor's Task Force Membership

Richard Westerberg, Task Force Chair
Laurie Boeckel, Vice President, Legislation
Roger Brown, Deputy Chief of Staff and Senior Special Assistant
Corinne Mantle-Bromley, Dean, College of Education
Cheryl Charlton, Chief Executive Officer
Linda Clark, Superintendent, Joint Dist. No. 2 (Meridian)
Pennl Cyr, President
Reed DeMordaunt (R), Chairman House Education Committee
Karen Echeverria, Executive Director
Ken Edmunds
Wayne Freedman, School Board Trustee (Council, Idaho)
John Goedde (R), Chairman Senate Education Committee
Steve Higgins, Principal
Mary Huff, School Board Trustee (Melba, Idaho)
Teresa Jackman, The Academy Charter School
Lisa Kinnaman and Roger Quarles
Alex LaBeau, President
Mike Lanza, Co-founder
Rod Lewis
Bob Lokken, CEO, WhiteCloud Analytics
Tom Luna, Superintendent of Public Instruction
Alan Millar, Principal, Forrest M. Bird Charter Academy (Sandpoint)
Phyllis Nichols, Counselor
Katie Pemberton, Teacher, Canby Middle School
Mary Ann Raneills, Superintendent, Lakeland School District
Anne Ritter, Meridian School Board
Briana Smith, Teacher, Sandpoint High School
Geoffrey Thomas, Superintendent, Madson School District
Janie Ward-Engelking (D), House Education Committee
Cindy Wilson, Teacher, Capital High School (Boise)
Rob Winslow, Executive Director

Idaho State Board of Education
Idaho Parent Teacher Association
Office of the Governor
University of Idaho
Idaho Digital Learning Academy (IDLA)
Idaho Assoc. of School Administrators (IASA)
Idaho Education Association (IEA)
Idaho House of Representatives
Idaho School Boards Association (ISBA)
Idaho State Board of Education
Idaho School Boards Association, Past President
Idaho State Senate
Idaho Assoc. of School Administrators, Grangeville High School
Idaho School Boards Association (ISBA)
Idaho Education Association, Pocatello School District
Idaho Leads Project
Idaho Association of Commerce & Industry
Idaho Parents and Teachers Together (IPATT)
Idaho State Board of Education
Idaho Business for Education
Idaho State Department of Education
Idaho Charter School Network
New Plymouth School District
Coeur d'Alene School District
Idaho Assoc. of School Administrators (IASA)
Idaho School Boards Association, President
Idaho Education Association (IEA)
Idaho Assoc. of School Administrators (IASA)
Idaho House of Representatives
Idaho Education Association (IEA)
Idaho Assoc. of School Administrators (IASA)

Governor's Task Force Membership

Effective Teachers & Leaders/Fiscal Stability Committee

Linda Clark, Superintendent, Joint Dist. No. 2 (Meridian)
 Penni Cyr, President
 Karen Echeverria, Executive Director
 Wayne Freedman, School Board Trustee (Council, Idaho)
 John Goedde (R), Chairman Senate Education Committee
 Steve Higgins, Principal
 Mary Huff, School Board Trustee (Melba, Idaho)
 Teresa Jackman, The Academy Charter School
 Alex LaBeau, President
 Rod Lewis
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 Brian Smith, Teacher, Sandpoint High School
 Geoffrey Thomas, Superintendent, Madison School District
 Janie Ward-Engelking (D), House Education Committee
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 Idaho Education Association (IEA)
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 Idaho Education Association (IEA)
 Idaho Assoc. of School Administrators (IASA)
 Idaho House of Representatives
 Idaho Education Association (IEA)
 Idaho Assoc. of School Administrators (IASA)

3

Education Improvement Committees 2014

- Three committees to develop and refine the Task Force recommendations
 - Structure and Governance
 - **Career Ladder/Tiered Licensure**
 - Literacy

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Education Improvement Committees 2014 Career Ladder & Tiered Licensure

Recommendations for further study and implementation:

- #12: Career Ladder Compensation Model
- #14: Tiered Licensure
- #15: Mentoring
- #16: Ongoing Job-embedded Professional Learning
- #19: Provide enhanced pre-service teaching opportunities through the state's colleges of education
- #20: Participation in the CCSSO's "Our Responsibility, Our Promise" recommendations to improve teacher preparation

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Education Improvement Committees 2014 Career Ladder & Tiered Licensure

Membership

Rod Lewis, State Board of Education, Chair
 Dr. Linda Clark, Superintendent, West Ada County District No. 2, Co-Chair
 John Goedde, Senator, District 4
 Dean Mortimer, Senator, District 30
 Janie Ward-Engelking, Senator, District 18
 Marc Gibbs, Representative, District 32
 Wendy Horman, Representative, District 30
 Lance Clow, Representative, District 24
 Tom Luna, Superintendent of Public Instructions
 Geoffrey Thomas, Superintendent, Madison School District
 Penni Cyr, President Idaho Education Association
 Rob Winslow, Executive Director, Idaho Association of School Administrators
 Karen Echeverria, Executive Director, Idaho School Boards Association
 Wayne Freedman, Idaho School Boards Association
 Rod Gramer, President, Idaho Business for Education
 Christina Linder, Associate Dean, Idaho State University College of Education
 Brian Smith, Teacher, Sandpoint High School, Lake Pend Oreille School District

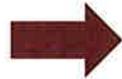
Richard Westerberg, State Board of Education, ex-officio
 Roger Brown, Office of the Governor, ex-officio

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Committee & Subcommittee Structure

Tiered Licensure Technical
Advisory Committee

Network for Transforming
Educator Preparation
Steering Committee



Career Ladder /
Tiered Certification
Committee

Evaluation Performance
Indicator Subcommittee

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Committee Process & Outcomes

Process:

- 9 public committee meetings April – July 2014
- Reviewed 27 state certification plans

Outcomes:

- Proposed Three-Tiered Certification Model
- Proposed Career Ladder Model

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Tiered Certification

- Committee recommendation: three-tiered certificate model
 - Residency Certificate
 - 3-year non-renewable certificate for beginning teachers
 - Professional Certificate
 - 5-year renewable certificate
 - Master Professional Certificate
 - 5-year renewable certificate
- Promotion contingent on:
 - Performance evaluation
 - Student Achievement/Growth
 - Individual Professional Learning plan

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Career Ladder

Rationale

- Current compensation method creates instability for districts
 - Potential movement on a complex pay grid is difficult to anticipate and budget
 - Most districts are unable to match the teacher salaries paid by a handful of wealthier districts
 - For districts that pay based on state salary apportionment, the lack of competitive, professional level salaries causes schools to lose teachers to other states and professions
 - For districts that pay above apportionment to be competitive, the differential from operating funds is a de-stabilizer
- Current salary grid lacks incentives and accountability

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Career Ladder

Benefits

- Teachers could earn significantly higher salaries than are possible for most districts under the current funding formula
- Significantly enhanced accountability through teacher evaluation and student growth measures tied to licensure
- Statewide Career Ladder apportionment would reduce staffing and fiscal instability
- Idaho public school salaries would be more competitive with other states and the private sector
- Districts could fund robust, effective and meaningful teacher mentoring programs through the use of leadership award funds

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Career Ladder

- Committee recommendation: Create a 3 rung Career Ladder compensation model
 - 3 rungs – Residency, Professional and Master – tied to 3 levels of certification
 - Each rung, once fully implemented would have 5 cells
 - 5-6 year phase-in (approximately \$40 million per year including leadership pool)

Note: \$15.8 million leadership premium awards enacted by 2014 legislature.

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Board of Education Action

- The Board took the recommendations and developed them into a proposed Administrative Rule and possible legislation
- Once published, the Board held 3 public forums across the State after receiving the Committee's recommendation
 - Lewiston, Pocatello and Meridian
 - Done as part of the Administrative Rule process for the Tiered Licensure proposal
 - 642 public comments
- The Board adopted changes to the Tiered Licensure and Career Ladder proposals based on the public comments received
- The revised proposals are the pending Administrative Rule and Career Ladder legislation submitted to the legislature this session

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Tiered Certification

- The final recommendations create a certification model consisting of a three-year non-renewable residency certificate for teachers new to the profession and a five-year renewable professional certificate
- Movement from the Residency to Professional level certificate is based on meeting proficiency and student achievement criteria

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Tiered Certification

Residency Certificate

- 3 year non-renewable certificate
- 1-year extension if the teacher is employed and receives a recommendation from the employing district.
- Completion of an approved teacher preparation program (Current Requirement)
- Institutional Recommendation (Current Requirement)
- Individualized Professional Learning Plan (Currently Completed by Teacher Preparation Programs)
- Professional Development/Mentoring tied to Individualized Professional Learning Plan in Years 1-3

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Tiered Certification

Movement from Residency to Professional Certificate

- Current credit requirements (six credits and the following application information provided to the State Department of Education's certification division)
- For 2 of 3 years, including the final year prior to applying:
 - Demonstrated teaching proficiency on the Idaho state performance evaluation framework by:
 - Having 16 or more components marked as Proficient or higher
 - No more than 6 components marked as Basic
 - No components marked as Unsatisfactory
- At least 1 measure of student achievement/growth for each year to be decided at the local level
- Additional artifacts of effective teaching
- Individualized Professional Learning Plan

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Tiered Certification

Professional Certificate (Renewal)

- 5-year renewal
- Meet current credit requirements
- Maintain a professional learning plan

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Career Ladder

- With changes to the certification framework and based on public input regarding the Career Ladder during this process, the State Board of Education moved the original proficiency requirements for the Professional and Master level to the Career Ladder and no longer tied movement on the Career Ladder, after Residency, to certification requirements

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Career Ladder

- The career ladder provides increased funding for teacher compensation to districts:
 - \$40,000 for beginning teachers (up from the current \$31,750)
 - \$47,000 to \$51,000 for teachers who hold a professional certificate
 - \$54,000 to \$58,000 for teachers who qualify for the master level of the ladder (up from the current maximum of \$47,000)
- The Career Ladder legislation moving forward to the legislature includes additional compensation for teachers who achieve higher levels of education
 - \$2,000 for a bachelor's degree + 24 credits
 - \$3,500 for a master's degree
 - \$6,000 for a doctorate degree

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Career Ladder

Professional Compensation Rung Performance Criteria

- For 3 of 5 years, one of which must be the 4th or 5th year:
 - Demonstrated teaching proficiency on the Idaho state performance evaluation framework by:
 - Having 18 or more components marked as Proficient or higher
 - No more than 4 components marked as Basic
 - No components marked as Unsatisfactory
 - Increased student achievement/growth

Note: Outcomes of the performance evaluation and student achievement or growth **do not** impact certification status at the Professional level or its renewal

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Career Ladder

Master Compensation Rung Performance Criteria

- Minimum of 8 years experience as a certified employee, the last 5 of which must be with a standard Professional Certificate
- For 3 of 5 years, one of which must be the 4th or 5th year:
 - Demonstrated teaching proficiency on the Idaho state performance evaluation framework by:
 - Having 18 or more components marked as Proficient or higher
 - No components marked as Basic or Unsatisfactory
 - No less than 6 distinguished ratings
 - 60% of students meet or exceed growth target
- *Instructional staff who no longer meet the Master rung performance criteria or have been placed on a district improvement plan or probation in the previous year shall be placed in the terminal cell on the professional compensation rung*

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Career Ladder

- Student achievement or growth criteria will be defined by each individual school district. Only 1 criteria must be used:
 - Idaho Standards Achievement Test
 - Student learning objectives
 - Formative assessments
 - Teacher-constructed assessments of student growth
 - Pre- and post-tests
 - Performance-based assessments
 - Idaho Reading Indicator
 - College entrance exams (PSAT, SAT, ACT)
 - District adopted assessment
 - End of course exams
 - Advance Placement Exams
 - Professional-technical exams

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Career Ladder How Will It Work?

Current Full-Time Teacher Appropriation

Current appropriation	Number of Teachers at current appropriation
\$31,750	4,827
\$32,528	610
\$33,748	436
\$35,013	694
\$36,326	901
\$37,688	1,346
\$39,102	211
\$40,568	1,225
\$42,089	170
\$43,668	3,768
\$45,305	57
\$47,004	1,468

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Career Ladder Implementation Example

- Teacher A currently among the 4,827 teachers at salary apportionment of \$31,750
 - Year 1 \$33,600
 - Year 2 \$36,317
 - Year 3 \$41,699 Education bonus would be additional
 - Year 4 \$45,403
 - Year 5 \$48,000
- Teacher B currently among the 1,346 teachers at salary apportionment of \$37,688
 - Year 1 \$39,950
 - Year 2 \$43,061
 - Year 3 \$46,277 Education bonus would be additional
 - Year 4 \$48,418
 - Year 5 \$51,000
- Teacher C currently among the 1,468 teachers at salary apportionment of \$47,004
 - Year 1 \$47,803
 - Year 2 \$48,602 Education bonus would be additional
 - Year 3 \$49,402 Move to Master level
 - Year 4 \$50,201 \$52,800
 - Year 5 \$51,000 \$55,000

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STATE of IDAHO
BOARD of EDUCATION

