

MINUTES  
**HOUSE EDUCATION COMMITTEE**

**DATE:** Monday, February 02, 2015

**TIME:** 9:00 A.M.

**PLACE:** Room EW41

**MEMBERS:** Chairman DeMordaunt, Vice Chairman VanOrden, Representatives Shepherd, Wills, Boyle, Clow, Gestrin, Harris, Mendive, McDonald, Dixon, Kerby, Pence, Kloc, Rubel

**ABSENT/  
EXCUSED:** None

**GUESTS:** Phil Homer and Rob Winslow, IASA; Wayne Rush, IASA, Emmett School District; Rob Sauer, IASA, Homedale School District; Clark Corbin, Idaho Ed News; Marilyn Whitney, Governor's Office; Karen Echeverria, ISBA

**Chairman DeMordaunt** called the meeting to order at 9:02 a.m.

**MOTION:** **Rep. Kloc** made a motion to approve the minutes of January 27, 2015. **Motion carried by voice vote.**

**Rob Winslow**, Executive Director, Idaho Association of School Administrators (IASA), presented findings on the Leadership Premium Awards from 46 Idaho school districts. He said the study was done by the Rural Opportunities Consortium of Idaho (ROCI) in an effort to collect data resulting from the 2014 legislation creating Leadership Premium Awards. Mr. Winslow read from an e-mail sent by former House Education Committee member **Rep. Wendy Horman**. (See attachment 1.) She described her desire to find qualitative data targeting school districts use of the state funds from the 2014 legislation. She said on the path to finding the data, she connected with ROCI who agreed to partner in the research and to supply the report.

**Mr. Winslow** presented the nine broad categories used in compilation of the leadership premium data. They are: credential, innovation, support for other teachers and academic support for students. In addition, Leadership Premium Awards were given for activities support for students, for specialized/hard to hire instructional roles, for school and district committee work, for parent and community outreach; and, for self improvement. He explained there were several observable trends in how the premiums were disbursed. Mr. Winslow said most of the districts spread the premiums broadly, awarding the minimum leadership (\$850) for a wide range of activities and the vast majority of districts had numerous ways that teachers could receive one or more premiums. He said some leadership premium uses were more common than others such as to compensate teachers for providing instructional support to other teachers. Only two districts appear to distribute the premiums equally among all teachers.

**Mr. Winslow** introduced **Wayne Rush**, Superintendent from Emmett School District and **Rob Sauer**, Homedale Superintendent, who reported on their districts' distribution of the leadership premium awards. Supt. Rush said his district has 2,550 students and 143 certified instructional staff. Emmett School District received a total of \$121,550 for leadership premiums. There were 84 premiums given to 71 teachers; 49.6% of the instructional staff. The highest single premium was \$3,750 and the lowest award was \$850. He explained meetings were held with two district-wide leadership teams, the Response to Intervention Team and the Curriculum, Learning and Instruction Committee. Representatives from each building and from each discipline were involved.

**Supt. Sauer** said Homedale School District has 1,200 students and their district leadership team has 13 members. He indicated the teachers receiving premium monies were those on the Intervention Leadership Team, those who sponsored family math nights and family reading nights. He said new-teacher mentors and those teachers who instruct professional development classes were compensated. In addition, teachers who wrote for and received grants exceeding \$1,500 and middle school teachers who enabled their students to receive high school credits were singled out for an award. He said his district did not use the criteria of "hard to fill" positions because in rural Idaho all positions are difficult to fill.

In response to a question regarding payment of the premium monies, **Supt. Rush** said in his district, distribution was portioned out through several monthly payments. **Supt. Sauer** said the premiums in his district are paid out in one lump sum to the recipient. To a question regarding the measurement of academic growth as a result of teacher compensation, **Supt. Rush** said student growth data was not required by law.

A discussion was held regarding the merits of the 2014 legislation which created the leadership premium awards and its long-term effectiveness. They addressed the Charlotte Danielson Model of teacher evaluations and the evaluation domains. Both superintendents agreed that there needs to be stability in funding and requested the awards stay in place long enough to collect data and ascertain the effectiveness on teacher performance and student learning.

**RS  
23261C1:**

**Marilyn Whitney**, Chief Communications and Legislative Officer, Governor's Office, presented **RS 23261C1**. She said the proposed legislation will add clarifying language and additional emphasis on the required continuous improvement planning rather than the traditional strategic planning process.

In response to questions from the committee, **Ms. Whitney** said the fiscal part of the proposed legislation is for training school board members in supervising the annual plan. She explained the district strategic plan is a long term plan encompassing 5 to 10 years. The continuous improvement plan would be an annual plan. She said the goal of the annual plan is for districts to be transparent and set clear targets.

**MOTION:** **Rep. Kloc** made a motion to introduce **RS 23261C1**. **Motion carried by voice vote.**

**ADJOURN:** There being no further business to come before the committee, the meeting adjourned at 10:04 a.m.

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Representative DeMordaunt  
Chair

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Jean Vance  
Secretary