

TDE Plan

Questions and Answers (Meetings May 7, May 13)

Q: How does the portfolio fit into the final calculation?

A: It can increase score if it is used (see power point slide). It will be a fourth measure under Teacher and Instruction. This should be a three year portfolio.

Q: If someone is on LOA and kept on year 2, what happens with their step?

A: Default to the contract language.

Q: What happens if we vote "No"?

A: We default to state plan (and have ATPPS- two separate coaching and evaluation systems). See power point slide on ballot questions. Need to pass both for this to pass.

Q: So there are 3 components year three we are observed on?

A: Yes- Year 3 you are observed by your administrator for all three. IPC only observes 2 domains from which stipend is based.

Q: For grouping of students, can you explain that (level, etc.)?

A: See the critical attributes on p. 23; grouping of students dependent on activity.

Q: You're saying the longitudinal data comes directly from the observation?

A: Yes, you can also submit a portfolio and you can request an additional observation specifically on that domain.

Q: So your growth goal does not need to be the same each of the 3 years?

A: No, you would set a goal each year.

Q: Can we use the same goals each year knowing it's a different group of students?

A: As long as the baseline set supports the goal. (YES)

Q: Where are these points (where are they recorded)?

A: Every time they are observed they get marked, discussed at post - ob. meetings. In PD Express there will be a point system too.

Q: You have to have an average proficiency of 3 for the ATPPS stipend? We can't have anything less than 3?

A: Pick best two observations. Look at two domains for 75% proficiency.

Q: So the way I understand ATPPS, the experience is not supposed to be an evaluative piece for the peer coaches.

A: It is not shifting the role of the IPC; they only observe 2 domains; IPC cannot put someone on TIP plan.

Q: What happens to people if they enter in year 2?

A: See the phase in plan.

Q: What are main points of the state plan?

A: 20 % tied to student engagement. (Diane will compile a comparison chart and send out.)

Q: So if we approve it, we still get the stipend?

A: Yes.

Q: Can building reps present this info?

A: Staff meetings were booked. Elementary buildings booked. May is a difficult time. Please direct questions to TDE team. See all info sent out about TDE.

Q: How does **phase in** work?

A: See plan p. 19.

Q: From probationary teacher standpoint, what impact does evaluation/ mentoring have on this?

A: There is not a year 2, 3 level of support in mentoring. You have to be observed administratively.

Q: What additional things are there if we do the state plan?

A: Student surveys weigh in on student engagement, peers observe one another (not just IPCs).

Q: For Sped, is domain 5 observed each year?

A: No – high cycle only.

Q: Can the state reject our plan?

A: No.- as long as we are using longitudinal data (and following law), we are ok.

Q: For TIP, does it take 3 years before someone can be put on a plan?

A: No- see rubrics in back of plan.

Q: What happens if we have a yes for Q 1 and no for Q2?

A: We have 2 plans (state and ATPPS).

Q: Do we have to vote on this every year?

A: We could tie the vote to the contract vote; this is not yet answered by MDE.

Q: Who is tracking the points?

A: PD Express will still be used. There may be a form for 3 yr summatives. Teachers should also keep track of this for themselves.