



State Board Review

A Publication for Members of the
N.C. Association of School Administrators

October 3, 2008

The State Board of Education (SBE) met September 30-October 2, 2008 at the Education Building in Raleigh. The pages that follow summarize the board's actions for this month.

Teacher Evaluation Policy Revised but Changes Still Needed

The State Board of Education this week approved a revised teacher evaluation policy that incorporates many of the changes recommended by school district personnel directors, principals and other members of the North Carolina Association of School Administrators (NCASA). However, the policy does not include some key changes that school district advocates requested during discussions with State Board members, staff and advisors this week and during Wednesday's meeting of the State Board's Twenty-First Century Professionals Committee, which has been leading the work on this policy, TCP-C-004.

Jonathan Blumberg, a Raleigh attorney speaking on behalf of Wake County Schools, highlighted one key component that he says needs to be added to provide an important protection for school districts in the teacher evaluation process.

"The policy includes details and deadlines that at times school systems, despite good efforts, will not fully comply with," Blumberg said. "This noncompliance will be used by an ineffective teacher as a defense in a dismissal action. If this committee believes the details and deadlines ... are vital to the evaluation process, my suggestion is that the policy include language stating that it does not create additional employee rights or protections."

Leanne Winner, speaking on behalf of the North Carolina School Boards Association, then asked the committee to add the following sentence to the policy to address the concern raised by Blumberg: "This policy is intended to guide the evaluation process; it is not intended to confer additional employment rights or job protections for teachers."

Following Winner's comments, Katherine Joyce spoke on behalf of NCASA. She thanked the committee for the revisions that have been included in the policy to date and expressed support for the recently adopted teacher standards, the new evaluation instrument and the intent of this new policy to support the growth of individual teachers in all public schools. She also reminded the committee that the feedback NCASA members have provided on the policy was in response to the draft that the State Board of Education discussed Sept. 10, and the individuals who will be on the front lines in implementing the policy had not seen any of the revisions or had an opportunity to react to them.

"For this reason, we respectfully request that this committee and the full State Board delay action on this policy this week to give time for the additional improvements that are needed," Joyce said.

A number of committee members, including Scotland County Superintendent Shirley Prince, North Carolina Principal of the Year Debra Morris of Kannapolis City Schools, Durham Assistant Superintendent Brenda Jones, and State Board member Patricia Willoughby, expressed support for taking

additional time for more revisions. However, Committee Co-Chair Shirley Harris said the policy needed to be approved this week to give needed guidance to the 13 school districts that are in Phase I of the rollout for the new evaluation instrument that is supposed to be guided by the policy.

The full Board accepted this recommendation from Harris and approved the policy with the following caveats:

- The policy is approved for the 13 districts that are already using the new teacher evaluation instrument referenced in the policy. Those include Alexander, Alleghany, Camden, Cherokee, Elkin City, Hertford, Iredell-Statesville, Jones, Orange, Newton-Conover City, Rutherford, Scotland and Wilson.
- The policy now must go through the Administrative Procedures Act (APA) rule-making process that requires opportunities for public input before a policy by a state entity may become permanent. The process takes approximately 90 days.
- The policy is scheduled to be on the January 2009 agenda for review and follow-up action as needed by the Board's Twenty-First Century Professionals Committee. This will occur before the policy would impact other districts that have not yet started using the new evaluation instrument for teachers.

“We are not slamming the door on this,” said State Board Chairman Howard Lee, following the vote to approve the policy. “Adjustments and changes – as we gather feedback from those 13 districts (in Phase I) and from others – can be made, and the committee on a date certain in January will review all that is occurring over the next 90 days and decide how to move forward.”

Board Vice Chairman Wayne McDevitt reminded the Board that if changes are made at any step of the APA process, the 90-day clock starts ticking all over again for that revised policy.

NCASA members who share any of the concerns highlighted during this week's actions and discussions on the teacher evaluation policy are encouraged to share them with State Board members as well as to participate in the public hearings that will be scheduled as part of the APA process. NCASA will make that schedule of hearings available to our membership as soon as possible.

The revised teacher evaluation policy as approved by the Board, NCASA's letter to the State Board on this issue, the earlier draft of the policy and the feedback provided by NCASA members all are at <http://www.ncasa.net/displaycommon.cfm?an=1&subarticlenbr=220>.

ISSUES SESSION

Plan for Implementing the Framework for Change: A Next Generation of Assessments and Accountability

To review the draft plan of the Department of Public Instruction's response for implementing the “Framework for Change” and the presentation made to the State Board, as well as other information from the Blue Ribbon Commission on Testing and Accountability visit the NCASA website at:

<http://www.ncasa.net/displaycommon.cfm?an=1&subarticlenbr=211>

ACTION ITEMS

Action was taken on the following items:

GLOBALLY COMPETITIVE STUDENTS

Action on First Reading

APPROVED: GCS 1 - 2008 Textbook Adoption and Textbook Commission Report
http://www.ncpublicschools.org/sbe_meetings/0810/gcs/0810gcs01.pdf

APPROVED: GCS 2 - 2007-08 Appeals of the ABCs Growth Standards
http://www.ncpublicschools.org/sbe_meetings/0810/gcs/0810gcs02.pdf

APPROVED: GCS 3 - Changes to the 2007-08 ABCs/AYP Results
http://www.ncpublicschools.org/sbe_meetings/0810/gcs/0810gcs03.pdf

APPROVED: GCS 4 - Recommended Final Academic Achievement Standards (Cut Scores) and Final Achievement Level Descriptors (ALDs) for the North Carolina Reading Tests Grades 3-8 and Science 5, 8, and 10
http://www.ncpublicschools.org/sbe_meetings/0810/gcs/0810gcs04.pdf

APPROVED: GCS 5 - Recommended Final Cut Scores/Achievement Level Descriptors for NCCLAS Reading Grades 3-8
http://www.ncpublicschools.org/sbe_meetings/0810/gcs/0810gcs05.pdf

APPROVED: GCS 6 - Recommended Final Academic Achievement Standards (Cut Scores) and Achievement Level Descriptors for the NCEXTEND2 EOG Reading Grades 3-8 and for NCEXTEND2 EOG Science Grades 5 and 8
http://www.ncpublicschools.org/sbe_meetings/0810/gcs/0810gcs06.pdf

APPROVED: GCS 7 - Recommended Interim Academic Achievement Standards (Cut Scores) and Achievement Level Descriptors for the NCEXTEND1 Alternate Assessments in Reading Grades 3-8 and Science Grades 5, 8, and 10
http://www.ncpublicschools.org/sbe_meetings/0810/gcs/0810gcs07.pdf

APPROVED: GCS 8 - Recommended Final Academic Achievement Standards (Cut Scores) and Achievement Level Descriptors for the EOC Tests of Science (Physical Science, Biology, Chemistry, and Physics)
http://www.ncpublicschools.org/sbe_meetings/0810/gcs/0810gcs08.pdf

APPROVED: GCS 9 - Changes to NC's NCLB Consolidated State Application Accountability Workbook (Moved from Discussion to Action on First Reading)
http://www.ncpublicschools.org/sbe_meetings/0810/gcs/0810gcs09.pdf

21st CENTURY PROFESSIONALS COMMITTEE

Action

APPROVED: TCP 1 - Rubric for Preservice School Executive: Principal Programs
http://www.ncpublicschools.org/sbe_meetings/0810/tcp/0810tcp01.pdf

APPROVED: TCP 2 - Licensing Physical Education and Health Teachers.
http://www.ncpublicschools.org/sbe_meetings/0810/tcp/0810tcp02.pdf

APPROVED WITH REVISION: TCP 3 - Teacher Evaluation Policies

http://www.ncpublicschools.org/sbe_meetings/0810/tcp/0810tcp03.pdf

Please see article above or visit <http://www.ncasa.net/displaycommon.cfm?an=1&subarticlenbr=220> for more information.

Action on First Reading

CLOSED SESSION: TCP 4 - Recommendations from the Advisory Board on Requests for Exception from Teacher Licensing Requirements

http://www.ncpublicschools.org/sbe_meetings/0810/tcp/0810tcp04.pdf

CLOSED SESSION: TCP 5 - Final Decision in Contested Case: Terry Moore vs. DPI

http://www.ncpublicschools.org/sbe_meetings/0810/tcp/0810tcp05.pdf

LEADERSHIP FOR INNOVATION COMMITTEE

Action

APPROVED: LFI 1 - Charter School Mission Statement Changes

http://www.ncpublicschools.org/sbe_meetings/0810/lfi/0810lfi01.pdf

MOTION TO DENY REQUEST APPROVED: LFI 2 - Phoenix Academy Name Change Request

http://www.ncpublicschools.org/sbe_meetings/0810/lfi/0810lfi02.pdf

APPROVED: LFI 3 - Revision of the Policy Regarding the State Advisory Council on Indian Education and Indian Education Programs

http://www.ncpublicschools.org/sbe_meetings/0810/lfi/0810lfi03.pdf

Members of the NCASA staff represent NCASA at all meetings of the State Board of Education.

If you have questions about the issues discussed in this State Board Review, please contact Beth Worsley, Director of Communications, at 919-828-1426 or bworsley@ncasa.net or Emily Doyle, Assistant Director for the N.C. Principals & Assistant Principals' Association, at 919-833-3205 or edoyle@ncpapa.net.