



**Wake County Board of Education
Student Achievement Committee**

July 18, 2012

12:00 pm

Board Conference Room, Crossroads I

Christine Kushner, Committee Chair

John Tedesco, Vice Chair

Debra Goldman

Keith Sutton

MEETING MINUTES

PURPOSE: To address Student Achievement issues.

OUTCOMES: By the end of the meeting, Committee Members will have:

- Reviewed WCPSS Achievement data in relation to subgroup achievement gaps, Focus Area 2 of the WCPSS Draft Strategic Plan, and WCPSS Targets in the Draft Strategic Plan
- Review priorities for Professional Development Activities for 2012-13
- Discuss current start/dismissal times for elementary and secondary schools
- Discuss Meeting dates/times of SAC for 2012-13

Present	Staff Members Present	
Christine Kushner, Chair Susan Evans Jim Martin Keith Sutton	Anthony Tata Ann Majestic Cathy Moore Don Haydon Marvin Connelly	Brad Mc Millen Nancy Baenen Crystal Reardon Denise Tillery John Williams
Committee Chair, Christine Kushner called the meeting to order at 12:08 pm. Mrs. Kushner reviewed the meeting agenda and the desired outcomes.		
TOPIC	WHO	TIME
Set up <ul style="list-style-type: none"> • Comments • Agenda • Desired outcomes 	Christine Kushner	5
Discussion of Achievement Gap data, Strategic Plan Focus Area 2, Targets	Bradley Mc Millen Keith Sutton Committee Members	45

Ms. Moore opened the Achievement Gap presentation. She cautioned that the data only goes through 2010-2011. The 2011-2012 data has not been certified and as soon as the 2011-2012 data is available, the committee will be updated on it. No decision is expected today, it is an ongoing conversation. The presentation was continued by Brad Mc Millen, who explained that the Achievement Gap is plural, using multiple metrics to measure, over longer view periods. The Harvard Audit showed several things:

- The gap between WCPSS and the State is narrowing,
- The Proficiency Gap for those scoring above level III's is closing somewhat,
- Not as much progress in some of the other metrics and some of those gaps are persistent and large.
- Poverty status, at the school level, is related to year to year school growth.

The trends seen over the last few years are expected to continue. There are 3 types of gaps, Proficiency, Growth, and Scale Score:

- Proficiency has gone up from over the last seven years. That number is slowed by the introduction of new curriculum and new editions of testing.

Ms. Kushner questioned whether the same reaction can be expected with the Common Core changes this year. Data shows that has been the pattern over the last decade. The State will develop the new tests for the Common Core for this year. NC is a member of the Smarter Balanced Assessment Consortium that is developing assessments that will be ready 2014-2015 year and a statewide decision will be made at that point whether to change the testing again. Mr. Martin expressed concern the data is showing the assessments aren't an accurate evaluation of actual knowledge or ability. Ms. Majestic questioned whether a different standard was established. Staff stated it was both level and content. 2008-2009 was the first year students were allowed to retest and the higher score was allowed. Every time the standard changes it tends to exacerbate the proficiency gap and slowly closes back over time. Mr. Martin pointed out the proficiency data vulnerability depending on which year is chosen.

- Growth is defined by the State as the testing given to a student one year and tested again the next year and how much progress they made. This tracks the growth of individual students over time, with some groups moving forward at a more rapid pace than others. WCPSS is generally always above the State in Growth. Expectation is that lower groups would grow faster than the reference group, that is not what has been seen over the last seven years. Mr. Martin pointed out the possible impact on the data due to the great recession. Staff agreed that multiple factors can influence the numbers. Ms. Evans cautioned reading too much into the longitudinal comparisons. The groups that have the highest proficiency rates also had relatively higher growth rates over the last 7 years. Mr. Martin questioned the amount of overlap between Free & Reduced Lunch and Students with disabilities. Mr. Mc Millen agreed there will be overlap in some groups.
- Average Scale Scores-not done a lot with in the past. A good number to look at because it is sensitive to movement all along the continuum unlike the proficiency number. The down side of the number is every time a test is changed the scale is changed and you have to start over. Limited on how you can look at Scale Scores. Ms. Moore emphasized the importance of Scale Scores when looking at Gaps, if Scale Scores are progressing faster then it gives you a different a look at Proficiency versus Scale Score. Both need to be considered.

In summary, Proficiency Gap metrics have been slowly closing, the Scale Scores is a mixed picture and Growth is the opposite, where more advantaged groups are growing more from year to year. We need to find a way to grow the lower achieving students at a more rapid pace. The gaps in Growth and Scale Scores are holding steady and fairly sizable.

Ms. Moore presented handouts of the Draft Strategic Plan to show how school needs will be defined along the metrics of Growth and Proficiency. Once schools' needs have been identified and defined, the district will determine how it can best address and support those needs, through Professional Development, Staffing, and other resources, etc. Mr. Martin pointed out when using data to evaluate the schools, two schools may have the same data numbers for very different reasons. Staff explained it will be a multilayered process, that will be carried out in a series of data gathering and questioning and being in partnership with CASE 21. Ms. Kushner voiced concern over following students identified for needs.

Ms Moore presented the Focus Area 1 and 2, to show strategies that will be used to ensure that WCPSS will be focusing on high academic achievement and growth for all students and working to eliminate achievement gaps by challenging students at all levels. This will help provide system wide consistency. Marvin Connelly and Denise Tillery presented an overview of Focus Area 2. Ms. Moore introduced the establishment of a leadership group within the district and an outside vendor to create an Effective Teaching Framework for WCPSS. This will define classroom teaching practices that impact student achievement and define what those practices look like so we can develop a common language of instruction, common set of expectations and culture across the district. Mr. Martin voiced concern that the framework and expectations not be presented and communicated in such a way that teachers will just go through the actions without truly carrying out the best practices. Ms. Moore explained the training procedure and timeline, starting with Central Services Staff, Principals and continuing with teachers. Mr. Sutton voiced concerns on the HR aspect of drafting, recruitment, assignment or placement effective teachers. Ms. Moore introduced the Human Capital Framework initiative that will allow us to collaborate closely with institutions and other sources for developing effective teachers and leaders. Mr. Martin voiced concerns over making teaching a profession people want to go into. Ms. Kushner voiced her concerns over needing the framework and PD to support teachers where they are. Ms. Majestic requested Ms. Moore introduce the Strategic Staff Initiative, in the Charlotte/Mecklinburg system, where they have identified the measures they are looking at to determine where effective teachers are and they incent those teachers to go to higher needs schools for a fixed period of time. This is a piece of the Human Capital Framework. Does the Board feel we need to look at Strategic Staffing efforts now? Mr. Martin cautioned that this needs to be looked at carefully. Ms. Evans raised concern that WCPSS doesn't have an adequate way to identify effective teachers. Mr. Sutton requested to have a discussion about the information from Charlotte. Ms. Moore will follow up with a more in depth discussion of what a Strategic Staffing Initiative will look like in our district and multiple measures of Teacher Effectiveness.

Ms. Moore presented the district is looking at how the State is defining Annual Measurable Objectives. NC received an ESEA waiver that reflects their goal is to reduce the Achievement Gap by half as of the 2016-2017 school year. Our targets are based on that directive from the State.

Those targets are what WCPSS will be held accountable to at the State level when they report by school and district how many of the Annual Measurable Objectives we have met.

Discussion of Professional Development Priorities for 2012-13	Cathy Moore	25
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Ms. Moore and John Williams introduced a proposal for PD that is being developed for teachers regarding Common Core Initiative. 4 phases:

- Understanding
- Exploring
- Applying
- Creating Changes

The goal is 5000 teachers as a big PLT. It is an ongoing process.

Discussion of Start Times for elementary and secondary schools	Cathy Moore Christine Kushner	20
<p>Ms. Moore presented information and a handout from the National Sleep Foundation regarding changing school start times. Mr. Sutton suggested giving a few schools an early schedule and make it optional. Mr. Martin noted that the information was known and that we have found there is not enough capacity in transportation and parents did not want it. Ms. Evans stated that parents don't want really late bell schedules. She questioned why Wake County needs to have all the staggered start times when all the other districts across the State can run a one tier system. Ms. Moore will look at other districts of similar size. She stated there is some research for older students starting later and less research for younger students earlier. Ms. Evans requested a deeper discussion on all the factors that are keeping all the start times from being around 8:00 to 8:30 in the am. Ms. Majestic said this has been discussed for many years. She suggested identifying a set of questions to pinpoint if it can be done, if not, why not. Mr. Sutton suggested a committee to look at this issue. Ms. Evans requested a hard look at the issue. Mr. Sutton suggested the formation of a Task Force comprised of parents, teachers, principals, other stakeholders. Mr. Sutton moved the committee make a recommendation to the Chair to establish an ad hock committee/task force to reconsider start time for long term.</p>		
Discuss SAC meeting dates/times for 2012-13	Christine Kushner	15
<p>Ms. Kushner established all meetings moving forward will be on the 2nd Thursdays of the Month at noon. The next meeting, August 9 is cancelled. If any Student Achievement issues need to be discussed they will be discussed at joint meeting on August 28 at 1PM. The next meeting will be September 13 at noon.</p>		
Closure and next steps.	Christine Kushner	5
Meeting adjourned at 1:54 pm		

Respectfully submitted by:

Committee Chair, Christine Kushner

Staff Representative, Cathy Q. Moore

Recording Secretary, Julie H. Ward

Board Chair, Kevin Hill