

Cardinal Chatter



December 2, 2013 Issue 5

Earlham Community School District, Earlham, Iowa

Teacher Leadership & Compensation Plan

House File 215 requires all school districts to implement a new system for compensating teachers by the 2016-2017 school year. ECSD is currently working to develop a proposal for a Teacher Leadership and Compensation (TLC) system that both meets the needs of the district and the requirements of the legislation.

A New Model for Compensation

The Department of Education states that the overarching goal of this legislation is to improve student achievement by “[retaining and rewarding] effective teachers with leadership opportunities and higher pay, [attracting] promising new teachers with competitive starting salaries and more support, and [fostering] greater collaboration for all teachers to learn from each other.” The state has allocated \$50 million per year for the next three years to fund this new compensation system.

The state presents three options for compensation models, and to meet legislative requirements, our district’s compensation model must include the following:

1. A minimum salary of \$33,500 for the lowest paid teacher in our district
2. Improved support for entry into the profession or the district
3. Multiple, meaningful teacher leadership roles
4. Rigorous selection process for teacher leadership roles
5. Aligned professional development

The state mandates that leadership roles comprise 25% of the current teaching staff. For Earlham, that equates to 15 teachers having a leadership role. When surveyed in November, 52 of the 60 teachers responded, with 98% of

the teachers being comfortable with peer coaching and 20% interested in a teacher leadership role. Fifty-five percent of teachers need to learn more about the leadership roles before determining their interest level.

The TLC committee is attending four grant planning workshops at the AEA prior to January to review and analyze compensation models and write the grant. They are also soliciting input from the TLC stakeholder group, consisting of students, teachers, parents, and community members, to define teacher leadership roles and compensation that will best meet the needs of our district.

By the end of January, Earlham CSD will apply for state grant money to use during the remainder of the planning process. The district will be notified in March if they are selected to receive the grant.

Once prepared, the TLC proposal will be vetted through several other groups before being presented to the Board for approval for implementation in the 2014-2015 school year.

Professional Development

Once a month on Wednesdays, school is dismissed at 12:45 PM for teachers to engage in professional development for the final three hours of the day.

A variety of technology training sessions have been offered on topics including iPads, Google Chrome Extensions, and Green Screen Technology. Additionally, an hour is set aside for building level-specific goals, and another hour is used for CLTs to work on collaborating to improve student achievement.

PBIS & Youth Sports



Starting with the Youth Basketball season, Youth Sports (a.k.a. recreational league sports/teams) in Earlham have a defined focus with the PBIS program that has been in the PK-8th grade school building for the past year. All coaches have been

given posters that are exact copies of those posted in the school gyms for Youth Sports to share with parents and players on their teams. What does it mean to be Responsible, Respectful and Proud as a participant, spectator or coach when it comes to Earlham youth sporting programs?

Being Respectful, whether at practice or in a game, means listening to the coach, working as a team to support each other and listening to the referee/official and accepting their decisions. Being Responsible means being on time for all practices/games with all the gear needed to play plus giving 100% effort to teammates and the team. Finally, being Proud means cheering appropriately, picking up gear and/or litter after events, demonstrating good sportsmanship to all and representing Earlham sports with pride. The ultimate goal is to be a positive teammate, creating an environment where everyone can learn and grow as a player while respecting the adults that are volunteering their time for the youth sports program. Learning to be respectful, responsible and proud to represent Earlham right now will only help the program build as youth league players graduate to school sports teams in the future.



Everyday Math

Students in the elementary are gaining fact knowledge they need for computation from basic facts practice, which consists of playing mathematical games, working with Fact Triangles, using fact tables, and taking part in short oral drills to review facts as a group.

They develop an understanding of the need for computation, which operations to use, and how to use those operations by solving problems through number stories about real-life situations. They are given the opportunity to invent and use their own algorithms to solve problems, which they share and explain to their classmates. They also practice mental arithmetic and do activities that encourage rounding and estimating number mentally. All of these activities help children compute with accuracy and speed.

CBE

The secondary staff continues to learn more about competency-based education (CBE). In November, the teaching staff interacted with Muscatine staff to better understand about how their teachers are implementing CBE.

From this conversation, teachers learned more about methods for creating and assessing learning experiences for students, how different types of students respond to this methodology, and what the role of the teacher is in the process. Muscatine shared several examples of rubrics, policies and organizational tools used in their district.

Earlham teachers will Skype with Spirit Lake teachers and students in December to see a different approach to implementation as they continue to research CBE.

Technology

The 6th graders have been hard at work putting together PBIS expectation videos with the use of the new green screen room. The students were split into groups and focused on a specific location (restroom, lunchroom, auditorium, recess, bus, gym, and hallways) and wrote an original script about behavior expectations in that location. Then students rehearsed and recorded their lines in front of the green screen. The students learned how to import videos into iMovie, where they were able to layer videos to allow for a new background to show up on the green background. To watch some of these videos, please visit <http://kidblog.org/ElementaryComputers-2/>

Now that the students have the basic tools and information, it will be exciting to see what they will be able to create next!

From the Board Table

At their meeting on November 13th, Beth Grob from Ahlers & Cooney presented information to the Earlham School Board about the procedures needed to renew the District Instructional Support Levy. The current Instructional Support Levy or ISL was put into place by the School Board to provide funding for the 1:1 laptop program for the students in grades 7-12 and other district technology expenditures.

For the School Board to renew the ISL for another five years, they will need to approve a resolution in which they announce their intention to continue participation in the Instructional Support Program and schedule a public hearing. The School Board must then hold a public hearing on the resolution to continue participation in the Instructional Support Program. The Board must then decide on an annual basis the level of funding that they determine is needed to support the technology expenditures for the following year. This must be done prior to April 15th. The ISL is not a new levy but one that will need to be renewed so that funding continues to be available for district technology.

The next regular Earlham Community School Board meeting will be held on Wednesday, December 18th at 6:00 p.m. in the school library. There will also be a special meeting on Wednesday, December 11th at 6:00 p.m. in the school library.

Upcoming Music Concerts

Elementary and high school students have been busy preparing for their winter performances. Mark your calendars and be sure to attend the instrumental and vocal concerts in December. Each is guaranteed to delight the audience with sounds of the season and holiday cheer!



HS Instrumental and Vocal -- Monday, December 9, 7 PM

MS Instrumental and Vocal -- Thursday, December 12, 7 PM

Grades 4-6 Music & 5-6 Instrumental -- Monday, December 16, 7 PM

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We will publish this newsletter monthly throughout the school year to keep our school community updated on our progress as a district. Copies will be available at local businesses and it will be posted on the school website, but you can elect to have the Chatter delivered directly to your home!

Simply go online to <http://goo.gl/dJ08ds> or call the district office at 758-2214 to get signed up to receive all future issues!

Looking for more information about our school?

Check out our school website at home.ecsdcards.com for more announcements, calendar of events, staff directory and more.