

SAYDEL COMMUNITY SCHOOL DISTRICT  
5740 NE 14<sup>th</sup> STREET  
DES MOINES, IA 50313

BOARD WORK SESSION MINUTES

6:10 PM

Saydel District Office Board Room

October 27, 2014

- I. Call the Meeting to Order – Meeting called to order by President Brian Bowman at 6:19 PM
  - A. Roll Call – Paul Breitbarth, Ray Livingston, Melissa Sassman, Rob Stephenson, Brian Bowman, present. Kyle Prendergast, Henry Wood, absent.
  - B. Approve Agenda – Motion to approve by Paul Breitbarth, seconded by Melissa Sassman. Motion carried 5/0.
  
- II. Discussion Items
  - A. Board Development

*The Essential School Board Book* by Nancy Walser is a book the Board is utilizing for Board Development. It highlights effective practices that are common to high-functioning boards around the country. Brian Bowman shared an overview of Chapter 1: “Board Practices That Make A Difference for Children.”
  
  - B. TAP Performance Pay Update

Mr. Douglas Wheeler, Superintendent, Stacie De Haan, Executive Master, and Michael Derrick, TAP Director, presented the Role of Performance Compensation within TAP. Discussion focused on how teacher performance is determined, weighting of observations by the evaluator, calculating SKR (Teacher Skills, Knowledge and Responsibilities), connecting teachers to student scores, and understanding the value of value-added. Information was also shared on interpreting value-added scores and interpreting specific results.

The Board took a break from 7:28 – 7:32 PM.
  
  - C. TAP Update

Stacie De Haan and Michael Derrick provided an update on the Basic TAP Implementation for the 2013-14 School Year. TAP is focused on increasing teacher instructional capacity and raising student achievement by creating a community of learners capable of independently continuing a school’s upward growth. The four key elements of TAP are: Multiple Career Paths, Ongoing Applied Professional Growth, Instructionally Focused Accountability and Performance-Based Compensation. Stacie shared a review of the progress made to date and discussed what is currently happening with TAP. She said by the end of the cycle, teachers will effectively implement indicators from the TAP instructional rubric with a focus on student work as measured by leadership team observations of classroom instruction. Stacie noted that learning, reflecting and growing is crucial in helping to achieve TAP goals and shared a diagram of how

reinforcement/refinement are important between Classroom, Cluster and TLT (TAP Leadership Team). The TAP Leadership Team is responsible for the implementation, operation, monitoring and support of the TAP System and the TLT. Michael explained the TLT uses DICE as a driving force behind their work. DICE stands for Data, IGP (Individual Growth Plan), Cluster and Evaluation. Michael also shared the steps for effective learning in leadership team meetings, objectives for the TLT members, and an overview of the rubric.

- III. Adjourn – Motion to adjourn by Melissa Sassman, seconded by Paul Breitbarth.  
Motion carried 5/0. Meeting adjourned at 8:18 PM

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Brian Bowman, Board President

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Beth Vitiritto, Board Secretary

The next scheduled Board meeting is Monday, Nov. 10 and the next scheduled Board Work Session is Monday, Nov. 24. Both will be at 6 PM and they will be held in the Board Room at the Saydel District Office.