

**NDAESP Region 1 Meeting
9:30 AM – Williston, ND
September 29, 2015
Minutes**

Introductions and Welcome

The Voice – NDAESP monthly publication

- submit things that are going on in your buildings to share with other principals around the state

NDAESP Website – www.ndcel.org

- new board members – John Alstad and Lynn Wolf

Federal

- testing grades 3-8 and once in high school
- accountability changes – AYP is no longer but states have to decide their own accountability standards
- standards – states must set standards and can drop common core
- teacher quality – removes highly qualified requirements
- low performing schools – eliminates SIG funds
- school choice – federal funds for poor students could follow the students

Marshall Evaluation

- Williston Public, Ray, DC, WC, East Fairview are using it
- Pre-assessment –
 - o teacher self-assess
 - o discuss questions/concerns,
 - o set goals
 - o identify areas of need or areas needing help
 - o possibly using this as the first eval for new teachers
- observations – minimum 10 per year
 - o 5 in the fall before 1st eval, 5 in the spring before 2nd eval
 - o iwalk – app for observations
 - o ecove – app for observations
- Gackle says he has done it two ways
 - o Teacher self-evaluated and principal evaluated and discussed discrepancies – teachers had to defend and provide evidence to move up if principal had a lower score
 - o Teacher self-evaluated and had to defend to principal their self-evaluation
- There is a need for exemplars – what does a 4 look like
- Acronym for look-fors
 - o HOWL – Hello, Observe, Work, Learn
- ND LEAD – Tools www.ndlead.org

- Evaluation Survey - shows results for entire staff
 - Link to video explaining how to create and review survey
 - Have staff print their survey before submitting
- Maybe Jim could come out to do a google docs workshop
- Some areas may not be totally relevant to every teacher, make it work for you.

Improvement plans/Non-renewal staff

- Williston uses district wide template that has been approved by attorney's
- Ray got a template from SBA
 - Plans must have
 - What the issue is
 - What you have done to improve
 - Resources provided
 - Time line

Interview questions used for new teachers – email to Jeremy and share with the group

Williston Basin United Way – Pennies for People

- canisters to collect change for a week
- hat day for donations for the week also
- does each school want to have them come out and run the campaign for the week in their school? Let me Jeremy know by email.

Book Study Ideas – usually in the spring

- Mindset by Carol Dweck
- Digital Leadership by Eric Sheninger
- Leadership Redefined Dave Weber
- The Art of School Leadership by Thomas R. Hoerr

NDAESP Mid-winter Conference – Feb. 3, 4, 5

Meeting Rotation – moving our Region 1 meeting to different buildings in the region

State Level Awards – Sell yourself in a document and email to Jeremy to share what's going on in your building

Next meeting: October 27