

# **MINUTES OF THE MEETING OF THE PROFESSIONAL STANDARDS COUNCIL (PSC)**

DPI-GEF 3, Room 349  
125 South Webster Street  
Madison, WI  
November 10, 2015

The Professional Standards Council (PSC) convened Tuesday, November 10, 2015. The meeting was called to order at 9:30 a.m. by Vice Chair Kimberly Marsolek.

## **Members Present:**

Deb Dosemagen, Margaret Doering, Noelle Mudrak, Brian McAlister, Heather Strayer, Joanna Rizzotto, Kimberly Marsolek, Brad Peck, Amy Traynor, Diana Callope, Peggy Hill Breunig, Michael Uden

## **Members Absent:**

Lisa Benz, Wendy Ripp, Gary Williams, Margaret Hessel, Gus Knitt, Andrea Pasqualucci

## **Others Present:**

David DeGuire, DPI; Tammy Huth, DPI; Ariana Baker, DPI

It was noted that the public meeting notice had been published in the Wisconsin State Journal.

## **REVIEW OF AGENDA:**

M/S/C

## **APPROVAL Of October 5, 2015 MINUTES:**

M/S/C

## **REVIEW OF WISCONSIN TALENT DEVELOPMENT FRAMEWORK PROJECT**

Tammy Huth, Director of the Teacher Education, Professional Development and Licensing (TEPDL) team began the discussion with an overview of the timeline and project steps. The group will be working with the Midwest Comprehensive Center (MWCC) for support on the survey and gathering data for the project. Huth introduced Deborah Gurke, the Wisconsin Director from MWCC. Gurke will be working with the Professional Standards Council to move the suggested survey questions into a survey format. Then, additional support will be provided by MWCC to gather survey data from the nine equity plan districts. Also MWCC will support our work to facilitate groups reviewing the data and providing input to the PSC for developing the strategic plan.

## **TALENT DEVELOPMENT SURVEYS**

Huth presented a grounding definition of “Talent,” simply put; it’s the people we employ. The Talent Development Framework focuses on three areas: Attracting Talent, Preparing Talent, and Recruiting/Supporting/Retaining Talent. In order to gain information from school districts, educator preparation programs, and professional organizations about how this is occurring in

Wisconsin, surveys are being developed. The remaining portion of the meeting was focused on the PSC members generating potential questions within these three areas to be used in the surveys. Following the meeting, these suggested questions/concepts will be used to develop the survey instruments. MWCC will support the TEPDL team in this work.

The PSC members utilized a Survey Template created as a Google doc during the meeting. The template results follow. Discussion occurred throughout the day during this activity.

#### ADJOURNMENT

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## Wisconsin Talent Development Framework – Template to gather info to Draft Surveys

**Talent = the people we employ**

### Attracting Teachers –

How do we encourage students, paraprofessionals, college graduates and career changers to enter teaching as a profession?

### Attracting Leaders –

How do we identify and encourage teachers and pupil services professionals to become leaders in our school districts?

### Survey for: School Districts

- What teacher licensure areas were hard-to-staff areas this past school year?
- What did you do when you couldn't find a teacher? (doubled up class sizes, eliminated the program, didn't provide services, etc.)

**What is a successful strategy you are using, that others may not know about, that is.....**

	Survey Questions for: School Districts	Special Notes MWCC
<b>ATTRACTING</b>		
1	How do you promote education careers? Career Fairs FTA Career Cruising Scholarship Assistance Teacher Assistant/Co-Teaching Program	Can you please make this a click, click, click choices question?
2	Do you have a student organization for Future Educators (Educators Rising?)	who currently has FE organizations and how did those get started?
3	Academic career plans/ Career Cruising or other assessments that identify teaching as an interest/talent area for students	Reaching out to the state organization for School Counselors to follow up with high school students who identify education as a possible career path?
4	Do you have a mentoring/shadowing/Internship program that includes teaching?	(Could include for-credit teaching assistant opportunities for exceptional students.)
5	Do you offer scholarship assistance for students/paraprofessionals to enter teaching	
6	How do you spotlight/promote the work of your teaching professionals in your community?	
7	How do you celebrate/promote the profession to encourage others to consider education?	
8	How does your school district compensate teachers for hosting a student teacher or other clinical experiences.	

9	How does your school district compensate teachers for advising a student organization?	
10	Do you offer incentives for your HS students who enter ed prep programs to attract them back to your district when they complete the degree?	
<b>PREPARE</b>		
	Are you collaborating on grants with educator preparation programs?	
<b>RECRUIT/SELECT/HIRE</b>		
	What is in the community, what that area has to offer?	
	What do you do to pursue applicants? (On WECAN, but where else?)	
	How does your Human Resource office treat applicants? (Turn around time?)	
	How are you marketing yourself as a district?	
	What does your interview process look like?	
	What strategies are being used to attract people? Different strategies for different subject areas? (Example: Tech Ed teachers may get a signing bonus or a higher salary.)	
	Do you help new teachers create a network within the school and community? (TeachTown)	
	Did you have applicants that you hired that broke a contract and left prior to the school year started? What license areas?	
	What are your recruitment strategies? Are you going to career fairs? Hosting student teachers?	
	How are you encouraging teachers to share their good stories?	
	Do you have a partnership with Universities to select quality cooperating teachers?	
	How are you involved with placement of future teachers? What criteria do you use?	
	Does your climate encourage/discourage teachers new to the profession?	
<b>RETAIN</b>		
	How are new teachers supported? Mentor program?	
	How are all teachers supported? PD, Positive encouragement,	
	How are teachers supported; what type of mentoring programs do you have? How are educators supported in their PDP development?	
	Do you have a person in your district that helps teachers with licensure/PDP work?	
	How have you implemented the PI 34 Initial Educator Support system?	

How do encourage teachers to remain in the profession?  
How do we encourage leaders to remain in the profession?

**Survey for: Educator Preparation Programs**

	<b>Survey Questions for: Educator Preparation Programs</b>	Special Notes MWCC
<b>ATTRACTING/RECRUITING</b>		
1	How do we encourage students, paraprofessionals, college graduates and career changers to enter teaching as a profession?	
2	Do you have summer programs for aspiring teachers? (MS, HS students or incoming freshmen)	Follow up on grants and scholarships for disadvantaged and/or minority candidates?
3	What exposure opportunities do you offer to expose a potential teacher to teaching?	
4	What kind of orientation program do you have for incoming students who are undecided to encourage teaching as a profession?	Where can we be looking to recruit ie Americorps?
5	Who has (which EPPs have) established recruitment initiatives with tech colleges and two year colleges?	
6	How many EPPs have night/weekend/blended models for people who are career changers or non-traditional students?	
7	How do you celebrate (promote) the profession to encourage others to consider education?	
8	Do you facilitate opportunities for college students to volunteer/work with organizations and school districts such as: after school tutoring programs, Boys and Girls Clubs, tutoring program such as America Reads/Counts etc.	
9	In what ways do you highlight careers in education among elementary and middle school student audiences?	
10	Do you provide specific scholarships to attract students to careers in education? If so, what are the criteria?	
11	Do you invite administrators from local school districts to meet and interact with teacher candidates (i.e., mock professional interview experiences or student teaching screening interviews)?	
12	What are you doing to recruit minority students from high schools?	
	How are recruiters being used within EPPs?	
<b>PREPARE</b>		
1	How do candidates have exposure to authentic classroom settings/experiences?	
2	Do you have a partnership with school districts to select quality cooperating teachers?	
3	How are EPPs preparing candidates to learn of the different teaching environments like urban, rural, EL, virtual, high poverty areas?	
4	Are you collaborating with k-12 schools on grants for teacher prep?	
<b>RETAIN</b>		
1	How are you partnering with school districts to retain educators? Professional development? PDP support?	
2	How are you supporting educators in the field?	

**Survey for: Educators**

	<b>Survey questions for: Educators</b>	Special Notes MWCC
<b>ATTRACTING</b>		
1	How do you celebrate (promote) the profession to encourage others to consider education?	
2	Why have you decided to remain a teacher? (Candidate in program)	
3	How are you making this an attractive job right now?	
4	Where are you getting your support?	
5	What initially attracted you to the profession?	
6	Do you host students teachers? Why - why not?	
7	Do you host clinical experiences for teacher education students, Why, why not?	
<b>PREPARE</b>		
1	What do you wish you would have known that you didn't learn in your preparation program?	
<b>RECRUIT, SELECT, HIRE</b>		
1	Have you changed school districts and why?	
2	Were you offered any incentives to recruit you to another district?	
3	What attracted you to the school district where you are employed?	
4	How does your Human Resource office treat applicants?	
5	Are you providing a positive student teaching experience for inservice teachers that would make them want to stay in your district?	
6	What role do you play in the recruitment/hiring process for your district? (encourage students to become teachers)	
7	How do we sell our own story - to be a teacher?	
8	What is the best thing about education that you would like to share with people considering teaching as a career?	
<b>RETAIN</b>		
1	Why do you stay in the profession?	
2.	How are your accomplishments acknowledged?	ASWA?? Would they be a good resource to continue focusing on positive educational achievements?
3.	What is your greatest frustration in your current position? IE lack of respect from public, is the principal undermining the teacher's authority? If a majority of educators in the state have a similar issue with administration would that open up an opportunity for PD for administrators?	We are trying to identify areas that can be improved. Major word-smithing needed!
4	What is making you stay in your district? Have you been approached to leave your district? What would it take to get you to leave?	
5	What opportunities do you have in participating in district decisions? (climate)	

6	How are teachers supported; what type of mentoring programs do you have? How are educators supported in their PDP development?	
7	How have you implemented the PI 34 Initial Educator Support system?	
8	What incentives (salary/benefits/extras) are important to your staying with your district?	

Are you thinking about leaving the profession? Why?  
 Are you thinking about leaving your district? Why?

**Survey for: Professional Organizations**

**For example: WEAC, Music Association etc. WASB, SAA, AWSA**

	<b>Survey Questions for: Professional Organizations</b>	Special Notes MWCC
	<b>ATTRACTING</b>	
1	How do you celebrate the profession to encourage others to consider education?	
2	Do you have an affiliation with a student (high school and college) organization?	
3	Do you have scholarship opportunities for young people wanting to go into education?	
4	How might you engage outside, non-educational organizations (in your network) to promote careers in education?	
5	How are you building a broader and more diverse membership within your organization?	
6	How do your members volunteer with and/or mentor students at the university level? Middle and high school level?	
	<b>PREPARE</b>	
1	What PD opportunities do you offer to pre-service teachers?	
2	What support do you provide pre-service teachers in EdTPA? Completing first PDP?	
	<b>RECRUIT/SELECT/HIRE</b>	
1		
	<b>RETAIN</b>	
1.	What role do professional organizations play in teacher retention?	
2.	Do professional organizations collaborate with each other?	
3	Professional Development and support ie PDP workshops/Educator Effectiveness	How can we highlight what WEAC is currently doing to support educators?