



**MEQUON-THIENSVILLE SCHOOL DISTRICT
BOARD OF EDUCATION**

EXECUTIVE SUMMARY

Subject: Action to Approve the Southeastern Wisconsin Teacher Evaluation Consortium 66.03 Agreement	Category: <input checked="" type="checkbox"/> Action <input type="checkbox"/> Discussion <input type="checkbox"/> Information
Attachments: 66.30 Agreement	Date for Consideration: December 19, 2011 School Board Meeting

Background

Beginning in spring 2011, a group of Southeastern Wisconsin school districts began planning for the revisions to the teacher evaluation system. This was in response to changes in the teacher evaluation model that will incorporate student achievement data being proposed by the State of Wisconsin. This consortium will collaboratively develop a teacher evaluation system that will effectively meet the requirements of the State along with increase teacher effectiveness. The Mequon-Thiensville School District, with representation of administrators and teachers, has attended four of the consortium events in October and November to review research and collaborate in work teams on student outcome measures, student learning outcomes, and teacher evaluation criteria.

Highlights: <ul style="list-style-type: none"> • Three elements to be developed over three-year period: teacher supervision model, student achievement data, and strategic compensation plan. • Coincides with Department of Public Instruction (DPI) Educator Effectiveness task force. Information available at http://www.dpi.wi.gov/tepd/edueff.html • Consortium contracted with the Value Added Research Center (VARC) based at UW-Madison Research Center. VARC has assisted school districts across the country with similar initiatives including the Austin and Chicago Public Schools. • This initiative prepares Wisconsin for Race to the Top federal application. 	
Strengths <ul style="list-style-type: none"> • 28 school districts have joined the consortium representing 120,000 plus students in Wisconsin. • Collaboration, results, accountability, and excellence are foundational outcomes of consortium. • Consortium and Wisconsin are using the Charlotte Danielson model (current MTSD teacher evaluation and supervision model). • Consortium has structure with an oversight, operations, and facilitation committees chaired by SE Wisconsin administrators. • CESA 1 and the Institute @ CESA #1 is also providing technical assistance to the consortium. 	Challenges <ul style="list-style-type: none"> • Dependent on the State of Wisconsin (all three areas of policy guidance including legislative, executive, and DPI) for final implementation timeline and recommendations for use of teacher evaluation/supervision and student accountability data. • Some school districts in consortium not as familiar with Danielson supervision and evaluation model. • Strategic compensation challenges with budget constraints.

Recommendation

The Board should approve the 66.30 Agreement for the Southeastern Wisconsin Teacher Evaluation Consortium.

Action Steps	Timeline	Funding	Responsible Leadership	Status
Approve 66.30 Consortium Agreement		\$3,497	Dr. Demond Means	12/19/11

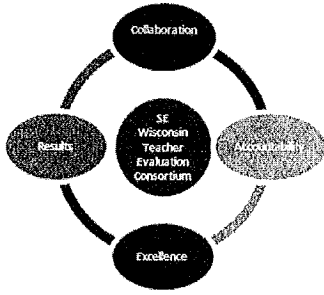
Indicators of Success for the Proposal

Implementation of a new teacher evaluation system that aligns with consortium and State of Wisconsin requirements will indicate a successful completion of this project.

Report Back to the Board of Education:

- 90 days
- 180 days
- Annually
- Written Report**
- Presentation to the Board

Submitted By: Dr. Demond Means and Eric Dimmitt	
Board of Education Action:	<input type="checkbox"/> Approve <input type="checkbox"/> Reject <input type="checkbox"/> Research/Report Back



**INTERGOVERNMENTAL AGREEMENT
BETWEEN THE:**

BROWN DEER SCHOOL DISTRICT, SCHOOL DISTRICT OF CUDAHY, ELMBROOK SCHOOL DISTRICT, FOX POINT-BAYSIDE SCHOOL DISTRICT, FRANKLIN PUBLIC SCHOOLS, GERMANTOWN SCHOOL DISTRICT, GRAFTON SCHOOL DISTRICT, HAMILTON SCHOOL DISTRICT, HARTLAND-LAKESIDE SCHOOL DISTRICT, KETTLE MORAINE SCHOOL DISTRICT, LAKE COUNTRY SCHOOL DISTRICT, SCHOOL DISTRICT OF MENOMONEE FALLS, MEQUON-THIENSVILLE SCHOOL DISTRICT, MERTON COMMUNITY SCHOOL DISTRICT, MUSKEGO-NORWAY SCHOOL DISTRICT, NEW BERLIN SCHOOL DISTRICT, NICOLET SCHOOL DISTRICT, NORTH LAKE SCHOOL DISTRICT, OCONOMOWOC AREA SCHOOL DISTRICT, PEWAUKEE SCHOOL DISTRICT, RACINE UNITED SCHOOL DISTRICT, RICHMOND SCHOOL DISTRICT, SCHOOL DISTRICT OF SOUTH MILWAUKEE, STONE BANK SCHOOL DISTRICT, SWALLOW SCHOOL DISTRICT, WAUKESHA SCHOOL DISTRICT, WEST ALLIS-WEST MILWAUKEE SCHOOL DISTRICT, AND WEST BEND SCHOOL DISTRICT

RE: TEACHER EVALUATION CONSORTIUM

This is an Agreement by and among the School Boards of the Brown Deer School District, School District of Cudahy, Elmbrook School District, Fox Point-Bayside School District, Franklin Public Schools, Germantown School District, Grafton School District, Hamilton School District, Hartland-Lakeside School District, Kettle Moraine School District, Lake Country School District, School District of Menomonee Falls, Mequon-Thiensville School District, Muskego-Norway School District, New Berlin School District, Oconomowoc Area School District, Pewaukee School District, Racine United School District, Richmond School District, School District of South Milwaukee, Stone Bank School District, Swallow School District, Waukesha School District, West Allis-West Milwaukee School District, and West Bend School District (hereafter referred to as participating school districts). The participating school districts agree to establish a teacher evaluation consortium pursuant to Section 66.0301 of the Wisconsin Statutes to review teacher evaluation systems, co-create and pilot teacher evaluation tools and deploy a digitized evaluation system to inform teacher compensation.

Each participating school district pursuant to Section 66.0301 of the Wisconsin Statutes and by a resolution authorizing participation adopted by its school board, agrees to the following:

I. Purpose

The participating school districts have a joint interest in co-creating a robust teacher evaluation system. The new system, informed by research and thought leaders in the field, will be field tested and implemented in participating school districts. The participating school districts may be able to reduce their respective costs of designing a new teacher evaluation system through cooperative co-creation and design. In order to facilitate the above purposes, the participating school districts shall establish a Teacher Evaluation Consortium Oversight Committee as described below.

II. Plan of Operation:

- A. Establishment of Teacher Evaluation Consortium Oversight Committee: Each participating school district shall appoint up to two representatives to serve on the Teacher Evaluation Consortium Oversight Committee. Such Teacher Evaluation Consortium Oversight Committee shall be treated as a governmental body for the purpose of section 19.82, Wis. Statutes. The Teacher Evaluation Consortium Oversight Committee may also contain additional resource persons to be available at meetings of the Teacher Evaluation Consortium Oversight Committee.
- B. Teacher Evaluation Consortium Oversight Committee: The Teacher Evaluation Consortium Oversight Committee shall meet quarterly for the life of the consortium with the Pewaukee and Waukesha School Districts providing facilitation.
1. At least 24 hours notice shall be given for Teacher Evaluation Consortium Oversight Committee meetings.
 2. Each district shall have one vote on matters before the Teacher Evaluation Consortium Oversight Committee.
 3. The presence of at least half the districts, including the fiscal agent, will constitute a quorum.
 4. A chairperson of the Teacher Evaluation Consortium Oversight Committee will be elected by a majority vote at a meeting of the Teacher Evaluation Consortium Oversight Committee. This election will occur annually during the first meeting of the Teacher Evaluation Consortium Oversight Committee following July 1 of each year.
- C. Teacher Evaluation Consortium Oversight Committee Duties. The duties of the Committee are as follows:
1. Hold meetings as required under Section B above.
 2. Oversee the co-creation of a teacher evaluation system that informs a compensation system.
 3. Review and recommend the cooperative purchase of consultant/facilitator services for the purpose of this Committee.
 4. The Teacher Evaluation Consortium Oversight Committee will report its findings to the School Boards of the participating school districts on or before November 1, 2011. The Teacher Evaluation Consortium Oversight Committee's findings are for informational purposes only and will not be binding upon any of the participating school districts.
 5. The Oversight Committee, in its sole discretion, may create standing and ad hoc committee(s) which will also be deemed to be governmental bodies for the purpose of Wis. Stat. §19.82. Such committees' authority, make-up and operating procedures shall be established by the Oversight Committee.
- D. Duties of Teacher Evaluation Consortium Oversight Committee Chair: The duties of the Chairperson shall be as follows:
1. Prepare agendas for all Teacher Evaluation Consortium Oversight Committee meetings.

2. Provide proper notice of Teacher Evaluation Consortium Oversight Committee meetings to all member districts, and, where appropriate, to the applicable resource people and/or consultant/facilitator.
3. Maintain the minutes from the meeting(s).

E. Duties of the Operations Committee: This is comprised of two superintendents and four assistant superintendents(or similar positions). Meeting monthly, this committee establishes the direction and objectives of the Teacher Evaluation Consortium. Serving as the primary working group, the Operations Committee sets agendas, calendars and outcomes for the consortium. Additionally, they will design feedback systems to districts to insure local needs are being met.

F. Duties of the Facilitation Committee: Comprised of a representative from the fiscal agent and two participating districts, this three person committee manages the day to day operations of the consortium, serving as the primary contact and communications agent.

III. Fiscal Agent

The Oconomowoc Area School District will serve as the fiscal agent for the Teacher Evaluation Consortium Oversight Committee as set forth in section II, subsection A, above. At the end of the term of this Agreement, the Oconomowoc Area School District shall have the option of determining whether it wants to be the fiscal agent for a future intergovernmental agreement for the contract with the consultant/facilitator, if any, between the parties. The participating school districts have not authorized any expenditures or responsibilities for the fiscal agent other than the item listed in Section IV, Budget/Funding listed below.

IV. Budget/Funding

The participating school districts shall equally share the legal fees associated with the creation of the documents to initiate the Teacher Evaluation Consortium Oversight Committee and the legal fees associated with the implementation of the Teacher Evaluation Consortium Oversight Committee. Legal fees associated with the Teacher Evaluation Consortium Oversight Committee shall be billed directly to the participating school districts. The participating school districts shall select the legal counsel(s) to assist the Teacher Evaluation Consortium Oversight Committee. The fiscal agent shall have the authority to contact the legal counsel(s).

The fiscal agent shall invoice each school district a fee based upon a resident full-time enrollment not to exceed \$1.00 per enrollment for each fiscal year. The consortium will become a formal group upon secured commitments from districts representing a total of 50,000 students. The total consortium budget for the 2011-2012 school year includes:

- \$174,868 in project management costs including facility rental, expert consultant fees, participant material, access to databases for expert content, research material, access to enterprise-level web based collaboration system, meeting facilitation, contracted services with the University of Wisconsin and the Value-Added Research Center, and seminar/symposium refreshments.

V. Term

Term of Agreement: This Agreement shall expire on June 30, 2012. The Agreement may be extended by

the agreement with of all of the participating school districts.

New Membership: A vote to admit new school districts to the Teacher Evaluation Consortium shall require a vote of two thirds (2/3) of all participating school districts. The determination of the terms of conditions for the admission of a new school district shall be established by the Teacher Evaluation Consortium Oversight Committee. New school districts can only be admitted to the Consortium at quarterly Oversight Committee meetings.

VI. Disclaimer Clause

If any provision of this Agreement, or addendum thereto, is held to be invalid by operation of law, by any tribunal of competent jurisdiction, or by an administrative ruling of the Wisconsin DPI or if compliance with or enforcement of any sections, or addendum thereto, should be restrained by such tribunal, the remainder of this agreement shall not be affected thereby. In the event that any provision is invalid or enforcement or compliance therewith has been restrained as above set forth, the parties shall enter into immediate negotiations for the purpose of arriving at a mutually satisfactory replacement for such article or part.

Brown Deer School District

Executed this _____ day of _____,

By _____
President

Clerk

School District of Cudahy

Executed this _____ day of _____,

By _____
President

Clerk

Elmbrook School District

Executed this _____ day of _____,

By _____
President

Clerk

Fox Point-Bayside School District

Executed this _____ day of _____,

By _____
President

Clerk

Franklin Public Schools

Executed this _____ day of _____,

By _____
President

Clerk

Germantown School District

Executed this _____ day of _____,

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President

Clerk

Grafton School District

Executed this _____ day of _____,

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President

Clerk

Hamilton School District

Executed this _____ day of _____,

By _____
President

Clerk

Hartland/Lakeside School District

Executed this _____ day of _____,

By _____
President

Clerk

Kettle Moraine School District

Executed this _____ day of _____,

By _____
President

Clerk

Lake Country School District

Executed this _____ day of _____,

By _____
President

Clerk

School District of Menomonee Falls

Executed this _____ day of _____,

By _____
President

Clerk

Mequon-Thiensville School District

Executed this _____ day of _____,

By _____
President

Clerk

Merton School District

Executed this _____ day of _____,

By _____
President

Clerk

Muskego-Norway School District

Executed this _____ day of _____,

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President

Clerk

New Berlin School District

Executed this _____ day of _____,

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President

Clerk

Nicolet School District

Executed this _____ day of _____,

By _____
President

Clerk

North Lake School District

Executed this _____ day of _____,

By _____
President

Clerk

Oconomowoc Area School District

Executed this _____ day of _____,

By _____
President

Clerk

Pewaukee School District

Executed this _____ day of _____,

By _____
President

Clerk

Racine Unified School District

Executed this _____ day of _____,

By _____
President

Clerk

Richmond School District

Executed this _____ day of _____,

By _____
President

Clerk

School District of South Milwaukee

Executed this _____ day of _____,

By _____
President

Clerk

Stone Bank School District

Executed this _____ day of _____,

By _____
President

Clerk

Swallow School District

Executed this _____ day of _____,

By _____
President

Clerk

Waukesha School District

Executed this _____ day of _____,

By _____
President

Clerk

West Allis-West Milwaukee School District

Executed this _____ day of _____,

By _____
President

Clerk

West Bend School District

Executed this _____ day of _____,

By _____
President

Clerk