

**RHINEBECK CENTRALSCHOOL DISTRICT
COMPREHENSIVE DISTRICT EDUCATION PLAN (CDEP)
COMMITTEE MEETING MINUTES
Wednesday, May 30, 2012
11:30 a.m. - 2:30 p.m.**

Members Present

Bobbie Bie	Deirdre Burns	Ed Davenport
Jennifer Hammond-King	John Kemnitzer	Brett King
Marvin Kreps	Diane Linenbroker	Erin O'Brien
Joseph Phelan	Shaun Ramsey	Katherine Younger
Richard Zipp		

Members Absent

Victor Britton	Bonnie Murphy	Cynthia Ping
Patricia Sexton	Susan Van Vlack	

Agenda

- Welcome and discussion of agenda
- Comprehensive District Education Plan: Team Discussion of 2011-2014 draft
 - Goals
 - Metrics
 - Vertical Teams
 - Professional Development Planning
- New APPR discussion and status update
 - Principals
 - ISLLC Standards
 - Multidimensional Principal Performance Rubric (MPPR)
 - Teachers
 - New York State Teaching Standards/Instructional Shifts
 - Rubric?
 - Local Assessments?
- Common Core Learning Standards and Assessments
- Academic Intervention Services Plan/Response to Intervention Plan Approval
- Summer Curriculum Projects
- Technology Plan Approval
- Dignity For All Students Act Compliance Plan
- Biennial Shared Decision Making
- Superintendent's Conference Day Planning 2012-2013
- Other???

Comprehensive District Education Plan: Team Discussion

The meeting opened with an overview of the agenda.

The team received an overview of the latest document from New York State relating to the Elementary & Secondary Education Act (ESEA) waiver that New York applied for and received as follows:

- 1- Alignment with New York's Vision. The waiver is closely aligned with the Regents Reform Agenda.
- 2- College and Career Readiness Standards and Assessments. Proficiency will now be defined in terms of college and career readiness. Historically, NCLB was tied to 3-8 Math and ELA testing and graduation rates. Now part of the formula will include 75+ on ELA Regents and 80+ on Math Regents.
- 3- Ambitious and realistic goals for improvement. Historically, all student groups were held to 100% proficiency in ELA and Math state assessments by 2013-14. Now, New York will be able to set new ambitious and realistic timelines to demonstrate increasing percentage of students who are on track for

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college and careers. The State goal is that between 2010-11 and 2016-17, we reduce by half the percentage of students not on track for college and career readiness.

- 4- AMO and AYP, Improved. The Annual Measurable Objectives (AMO) and Adequate Yearly Progress (AYP) will be recalibrated based on new outcomes.
- 5- New School and District Accountability Continuum: Priority, Focus and Reward Schools and Focus Districts. The Education Department will sunset the current accountability, corrective action, and restructuring based on failure to meet AYP. Instead, 5% of the lowest performing schools will be identified as "Priority" and 10% as "Focus" schools. Rhinebeck CSD does not have to worry since we have not been designated a school/district in need of improvement.
- 6- Differentiated supports and interventions. The State wants all districts to migrate to have CDEP and school based improvement plans.
- 7- Targeted use of Federal Funds. This item has to do with how Focus Districts can spend Federal funds. At this time, this is not relevant to our District; basically, districts have been given latitude to move title monies to where it is needed.
- 8- Teacher and principal quality based on effectiveness. This is a major policy shift. The old rule was that teachers had to be certified in the area you taught and districts had to allocate Title monies to get people credentialed. Now, we are no longer accountable to have improvement plans. Instead schools will be required to perform regular evaluations and monitor student growth. The APPRs are mapped to RTTT but also to ongoing Title I allocations.
- 9- More Flexible Use of Federal Funding. Districts are given more flexibility to transfer funds between ESEA programs.
- 10- Measuring School and District Success Based on both Proficiency and Growth. School success will be measured not only on performance but on student growth.

The team discussed the lack of a value added model for this year which will be another metric to measure teacher success. The team also discussed as to whether the new assessments will have enough depth and width to measure growth with special education students.

CDEP Planning Discussion of 2011-2014 draft

The team discussed how to go about setting the goals for the plan in light of the new waiver and whether we shoot for 100% proficient by 2016-17 or for 50% of the gap? Although 50% of the gap is more reasonable, are we challenging ourselves as an organization? Is there a way to set a goal as a range between the 50% and 100% and move range up each year? It will give us a little more wiggle room and we can always change it year to year, if necessary. The range would accommodate student diversity, range of performance, personal goals. The long term goals can be reset to account for a range of performance for reducing the gap by 50% with aspirational goals that are higher? The idea of growth for each student rather than having state dictate; in end we want all our kids to graduate.

The team discussed school climate. Although the District has made great progress, we have not "arrived". The goal needs to be modified to include new DASA legislation. The team discussed how the SSS Vertical Team would develop recommendations and goals to increase student engagement to school climate. Team members voiced concerns over excessive student absenteeism. The SSS Vertical Team can be charged to work on how to communicate to parents. The team had a short discussion on how to clarify to parents the best way to communicate with teachers.

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The team discussed the role of the Vertical Teams. Although we have been successful in assembling teams, we have limitations on times to pull staff out for meetings and it is getting to be more difficult to maintain the timing of meetings and stakeholders. The team discussed the possibility of assembling building level teams with one person from each grade level being a part of the team. That person would represent their grade level for all subjects which may be a bit more difficult for middle and secondary grades. Because these teams would be smaller, they may be able to meet more frequently which will be beneficial to have time to analyze data and track student growth. The team discussed the possibility of repurposing present grade level, team leaders and department chairs to work on data inquiries.

The team discussed repurposing vertical teams into inquiry teams. The downside to this is that teachers like having a connection with other teachers teaching the same subject. We could do this for this year and see how it goes. The team discussed repurposing Superintendent Conference Days or the 3 2-hour make-ups for teams to meet vertically. The teams need to focus on doing a better job on how kids are doing in the short cycle, too much time goes by between meetings to make this work.

New APPR Discussion

The ISLLC Standards will be rubrics for principals. We have agreed to use the Multidimensional Principal Performance Rubric (MPPR).

The teachers will be responsible for the New York State Teaching Standards/Instructional Shifts irrespective of what rubric is chosen. The teachers will be based on 40% of student assessments and 60% evaluations. Of the 40% of student assessment, 20% will be from state assessment, if one is available. If there is no state test, then the District must pick off a list to buy, or use BOCES collaborative and write the test, or (NEW) write your own local assessment. The only caveat is that it has to be a district initiative. These choices are time sensitive. If we leave this school year without resolving this, we will come back next year having to work without a plan. This is apart from bargaining/negotiations.

The team discussed how to make sure all teachers are exposed to the NYS Teaching Standards and Instructional Shifts. Although the teaching standards are in the moodle, maybe we need to set time aside to go over them as well as the instructional shifts. We can have a Network Team member come back and discuss it with the staff.

The regulations state that we must have our APPR done by July 12, 2012 to be uploaded into the business portal. The Governor is threatening to hold back state aid in January if it is not done. It will not go over well with the community if we don't comply in time.

The State is supposed to deliver units of study in early/mid-August to implement next year. We get information that changes are coming and then we get clarification with short time to implement...that is how the State is doing things.

AIS Plan Approval

The AIS vertical team has written and updated the new AIS Plan and feel it is ready to be approved. The CDEP team agreed that the AIS Plan be submitted for Board of Education approval separately from the CDEP plan.

Summer Curriculum Projects

A memo outlining the procedure to apply for summer curriculum projects went out to staff and is due by June 1, 2012. The focus is on upgrading curriculum or addressing shifts.

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Technology Plan Approval

The Technology Vertical Team met last week to identify someone to audit the District's plan including hardware/software, curriculum, and personnel deployment. The team identified consultant CELT Corp. (Dr. Steve Arnoff) or DC BOCES. At the meeting, the consensus was that it should be someone outside the organization. A meeting will be arranged with Dr. Arnoff and the vertical team.

Dignity for All Students Act (DASA)

There are new resources in the Moodle regarding DASA like the Code of Conduct; best practices, recommendations for DASA coordinators, etc. Currently, the administrators are discussing who will be appointed to do DASA work at each school. The District's Code of Conduct has been updated (draft form) to include DASA requirements by the State.

The team discussed training for the staff relating to DASA. We need to train as soon as the school year starts, possibly the 2nd SCD. The SSS Vertical Team has been assigned to purview DASA since it is related to school climate. The team needs to meet before the end of the school year in order to give recommendations to CDEP.

Biennial Shared Decision Making

The team reviewed and answered the questions in the affirmative. The next step is to have Marvin Kreps, Susan Van Vlack and a PTSO representative sign.

Superintendent Conference Day Planning 2012-13

The team discussed how to calendar the 3 (2-hour) dates so they can be put in the calendar. The best time to schedule them is during the first two weeks in November and the two weeks between the winter/spring sports seasons. The most beneficial times would be to schedule two in the fall and one in the spring.

The team discussed the benefit of scheduling the first day and a half for school business and saving the afternoon on Wednesday for teachers to go back to classrooms to get ready for students.

The meeting was adjourned.