



August 9, 2010

12:00am—1:30pm

Meeting held at the Hillsborough Education Foundation

*In Attendance:*

Donald Dellavia, Hillsborough County  
Public Schools  
MaryEllen Elia, Hillsborough County Public  
Schools  
Melissa Erickson, HCPTA  
David Fischer, Community Foundation  
Mary Gamble, Competitive Performance  
Systems  
Steve Hegarty, Hillsborough County Public  
Schools  
Bill Hoffman, Hillsborough Education  
Foundation

Sue House, Powerhouse Consulting  
Emery Ivery, United Way  
R. Duane Johnson, Northern Trust  
Carol Kurdell, Hillsborough County School  
Board  
Vivian Lee, Boston Consulting Group  
Natasha McAnuff, Boston Consulting Group  
Bernardo Rodriguez, Hillsborough  
Education Foundation  
David Steele, Hillsborough County Public  
Schools

Welcome and Introductions

Bill Hoffman

Bill welcomed the group and had everyone introduce themselves. He emphasized that this group is to serve as a sounding board to provide feedback to the School District from the community and business perspective. This group was also formed in order to keep current on information so when out in the community you are knowledgeable and able to make sure accurate information is available.

Update

David Steele

David spoke about the new teacher and principal evaluation. The Cambridge group provided 8-10 days of training to 119 Peer and Mentor Evaluators over the summer. In the next couple of weeks the trained evaluators will be meeting with the teachers that they will be working with during the school year. The training of the peer and mentor evaluators is very important for evaluation consistency and effectiveness. The most important aspect of the evaluation process is that the evaluation is designed to observe what the kids are doing and not what the teachers are doing. The evaluators are allowed or expected to interact with the students as they are observed and the teachers would need to be constantly updated and explained the process.

David added that hiring is going well. Rob Mayer from the University of Wisconsin is assisting the district with a student evaluation matrix. Rob is very experienced having worked with similar projects with the New York Public Schools and Chicago Public Schools as well as other school districts. The Hillsborough County Public Schools is ahead of the pack among the other EET Gates grant recipients. David is confident that this county will be a model for the nation.

Update

MaryEllen Elia

MaryEllen responded to a recruitment question. The majority of hires are from the state of Florida. New hires are also being recruited out of state as well as out of the district. David Steele added that the Gates Grant and proposed competitive salary structure are a great lure.

#### Presentation

Steve Hegarty

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Steve provided an update on efforts in communicating to the community and teachers about the changes and processes involved with the EET project implementation. Communications have resulted in positive feedback as a result of the EET project focus groups. Steve shared a video clip of teachers and students positive views on the Schools Districts' efforts with the Gates Grant. Steve explained that the video was more of a feel-good presentation rather than an information effectiveness delivery video.

Feedback was requested and the group shared that they felt the video was good, but could not stand alone. It should be part of a longer presentation which would explain the initiative more fully. Steve shared that the plan is to do just that.

#### Performance Scorecard

Vivian Lee

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Vivian provided a handout and PowerPoint on the performance management process. She provided an overview of how the performance management, with the aid of external scorecards, would work. A sample of the external scorecard at the district level was distributed. She mentioned information in the District Scorecard is different from information provided in the other types of scorecards available at the individual schools or teacher level. Vivian requested feedback from the Group on the scorecard and share their reaction from the standpoint of the consumer.

Feedback discussion ensued on the scorecard, which is a work in progress. A suggestion that it might be helpful if a narrative were provided to explain some of the data presented as well as to update the information categories to be more self-explanatory. Other feedback included finding a more user friendly presentation method than the table shared; including non-EET metrics (e.g. the district grade) more prominently; and generally "less is better", i.e. too much information will overwhelm. Vivian mentioned that the next steps are to reach out to parents, teachers, and principals for feedback. This feedback will then be used to feed data to our dashboard vendor.

#### Adjourn

Bill Hoffman

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Bill thanked the group for attending the information session. Bill asked the group and received confirmation that the breadth and scope of the information we're providing is at an appropriate level for their interests. Notes of this meeting along with other updates will be emailed with a link to the Hillsborough Education Foundation website.

Recording Secretary: Valerie Pennypacker