

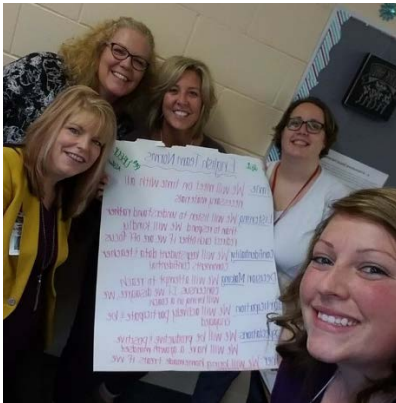
2017/18 Newsletter - Volume 1

Celebrations

Middle & High School PLCs

Norms have been created and learning goals are being set. Content PLCs have focused their work on aligning learning targets with summative assessments.

ELA is excited about their norms!



Elementary PLCs

SMART Goals Met:

- 5th Grade - Reading
- 4th Grade - Math
- 3rd Grade - Math
- 2nd Grade - Reading
- 1st Grade - Reading
- Kindergarten - Reading

Professional Learning

Our teachers have been busy learning about the PLC process and reviewing the positive impact learning targets have on our students.

What is a learning target?

Learning Targets are brief statements that describe what students will be expected to learn by the end of the class period and retain for future assessments. These are posted for students as I can statements.

<https://www.youtube.com/watch?v=SJ53rqxIEqw>

News

OFFICE OF THE GOVERNOR Governor Kim Reynolds ★ Lt. Governor Adam Gregg

FOR IMMEDIATE RELEASE: Tuesday, November 8, 2017

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Gov. Reynolds, Lt. Gov. Gregg release new reports showing how TLC system is transforming teaching

(DES MOINES) – Gov. Kim Reynolds and Lt. Gov. Adam Gregg released two new reports Tuesday showing how Iowa’s Teacher Leadership and Compensation system is transforming the teaching profession statewide, with most school districts meeting their goals and most educators reporting improvements in their classroom instruction and professional environments.

The teacher leadership system taps into the expertise of top teachers to strengthen instruction and raise student achievement. Iowa has the most extensive teacher leadership system in the nation, with more than 25 percent of teachers in leadership roles. This provides more support and greater collaboration for all teachers to learn from each other instead of operating in isolation within their classrooms. The system was phased in over three years; the 2016-17 school year marked the first year involving all 333 Iowa school districts. The system costs \$157.4 million annually.

“Iowa is leading the way in teacher leadership, which is about supporting teachers to do their best so that our students can do their best,” Gov. Reynolds, who was joined by Lt. Gov. Gregg, Iowa Department of Education Director Ryan Wise and 2017 Iowa Teacher of the Year Shelly Vroegh of Norwalk, said in speaking about the impact of the system. “Today’s students face higher expectations, and I’m proud that Iowa is supporting the increasingly challenging work that teachers must do to prepare children for success in college and career training.”

An end-of-year report from school districts showed three-quarters of school districts met their teacher leadership goals in the 2016-17 school year, with 85 percent meeting a goal to attract and retain teachers and 84 percent meeting goals for teacher collaboration and professional growth. Half of districts met their student achievement goals, which are based on a variety of measures including state and local assessments.

Statewide, the share of students in kindergarten through third grade who met or surpassed the state benchmark on screening assessments in reading grew 3 percentage points in the 2016-17 school year, following a 4 percentage-point gain the year before.

“It is encouraging that Iowa is making significant progress to improve the reading skills of children in kindergarten through third grade,” Gov. Reynolds said. “Still, there is work to do, and our administration will continue to look for ways to ensure Iowa’s teacher leadership system is even more effective.”

In a second report, an external evaluation conducted by American Institutes for Research, Iowa teachers and administrators reported the teacher leadership system is effective in improving instruction, particularly in the 115 districts that joined the teacher leadership system in the first two years.

The external evaluation gauged the early progress of Iowa's system in the areas of teacher leadership, support for teachers, teacher collaboration, and perceived outcomes. The evaluation was based on surveys, interviews and focus groups, as well as data. Other findings included:

- Large majorities of teachers and administrators reported that the teacher leadership system had a positive impact on their professional work environment.
- Teachers reported improved teaching and learning through access to instructional coaches.
- Teacher retention rates remained stable before and after teacher leadership implementation, with districts on average retaining 90 percent of their teachers.
- Student achievement remained largely unchanged in early implementation of teacher leadership. This finding was based on the state assessment, which is a more limited measure than the year-end report from school districts.

"Although Iowa is still in the early stages of the teacher leadership system, we know the investment is paying off and will have a lasting return over time," Lt. Gov. Gregg said. "Great teaching is the biggest influence on student learning inside schools, and Iowa's teacher leadership system sets the stage for our educators to prepare students for success beyond high school."

"These two reports reinforce what I observe in my weekly visits to schools across the state: teachers and administrators value the impact teacher leadership has had on strengthening the teaching profession in Iowa," Dir. Wise said. "As an education system, we're working hard to truly maximize the impact of Iowa's teacher leadership system."

"The Teacher Leadership and Compensation System has been the best initiative our state has provided teachers during the course of my teaching career," Vroegh said. "We need to continue to encourage and motivate teachers to take on leadership opportunities within their schools."

To read the two reports, please click [here](#) and [here](#).

