

## Metrics Relative to Mission goal team

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**DRAFT** Minutes from 3/16/2007 meeting (7:00a-8:30a, Claypit Hill Elementary School)

*Attending: Sean Carabatsos, Jeff Dieffenbach, Cyndy Dunham, Steve Goldstein, Jim Lee, Dianne Zeskind*

The group began with a brief comment each on work completed since the last meeting or new thoughts going forward.

Jim: Elementary teachers are happy to be included in the process. The “straw model” linking together different elements of a Long Range Strategic Plan (LRSP)—mission, values, domains, goals, plans, and measures—had been on display at each of the elementary schools. They had positive things to say about the document.

Sean: Metrics/measures strike him as being more concrete, whereas values are broader and less specific.

Jeff: A page on the waylandschoolcommittee.org web site now exists for posting LRSP materials, organized by each of the four goal teams.  
<http://www.waylandschoolcommittee.org/planning.htm>

Cyndy: The straw model framework will be discussed at the Admin Council meeting next week.

Steve: Regarding the straw model, a next step should include indicating which measures will be easy versus hard to collect.

Diane: She took a look at a half dozen or so international schools and collected planning information from each.

Cyndy then walked the group through metrics currently in use by the administration. Included in her presentation was mention of EPRIMS (school employee data) and SSID (student data) as examples of existing systems.

The group discussed the system by which teachers are evaluated. Those evaluations take place on a 4-year cycle.

- Long narrative rating: If not top level, an improvement plan is put in place and revisited.
- Professional development year: Portfolios and measures.
- Long narrative.
- Profile: Abbreviated version of long narrative

Throughout, the teacher is involved in developing and commenting on goals and achievements.

Sean then discussed Habits of Mind ([habitsofmind.net](http://habitsofmind.net)), saying that there might be value in using measures of that sort. The group was in agreement.

Jim introduced the EMI (Encouraging Multicultural Initiatives) program as being a potential source of measures. The group then discussed the work of John Saphier ([rbteach.com](http://rbteach.com)) and his Research for Better Teaching model.

Steve asked the question: how do we go from ideas—multiple intelligences, Habits of Mind, etc.—into a pilotable set of measures, then into systemic use of measures?

The group agreed that the next step would be to begin commenting on the measures compiled in the straw model. The next meetings were set as follows:

- Wednesday, 4/4, 4:45p in the Central Office
- Monday, 4/9, 7a at Claypit Hill
- Monday, 4/23, 7a at Claypit Hill

The meeting adjourned at 8:30am.