

State Board of Education
Oregon Department of Education
255 Capitol Street NE
Salem, OR 97310-0203



August 12, 2013

Dear Members of the Oregon State Board of Education,

We are pleased to see the beginning of the implementation of the Network of Quality Teaching and Learning. We strongly believe that a statewide investment in supports for educators will result in greater student success.

The School District Collaboration Fund, now part of the Network, was created to give educators the opportunity to develop a new professional model from the ground-up. Educators in participating districts are given the time and resources to redesign career paths, performance evaluation, professional development and compensation models. This work, modeled on the CLASS Project, requires meaningful collaboration and a willingness to think about the entire experience of the profession of teaching. We commend the Oregon Department of Education for rolling out this fund and overseeing the participation of 12 districts to-date.

As the rules governing the School District Collaboration Fund are adapted, we'd like to see them strengthened in the following ways:

1. In the proposed definitions of "blueprints" and "implementation grants" the focus is on educator evaluation systems. While evaluation is one component of the Fund, it is one component of four. The blueprints should focus on the integration and implementation of all four components: career paths, evaluation, professional development and new compensation models.
2. The proposed definition of "career pathways" should describe professional advancement as well as achievement. Career pathways should not only be recognition for previous efforts, but should also provide opportunities to develop skills and take on new roles and responsibilities.
3. Compensation models should be defined as alternative salary structures that provide opportunities for **additional** salary.
4. The eligibility requirements should preclude districts that have received a CLASS grant or District Collaboration Grant for four years, not three. The CLASS model includes one year of design funding and three years of implementation, for a total of four years.

5. The Criteria for the grants should also reference the original legislation that created the School District Collaboration Fund, Senate Bill 252, which passed in 2011.
6. Although the implementation grant funding is based upon an ADMw calculation and the grant funds available, our experience with 25 CLASS districts has demonstrated that the work can be done efficiently for \$100 per student in the district. We suggest language acknowledging such a cap on the formula.

We offer these suggestions as a partner in the creation and implementation of the School District Collaboration Fund. We believe the Fund can build upon the success of the current CLASS Project districts and further the impact on student learning across the state. We hope the experience of the CLASS districts will help inform the School District Collaboration Fund and ensure its success.

Sincerely,

A handwritten signature in black ink, appearing to read "Sue Hildick". The signature is written in a cursive, flowing style with a large initial "S".

Sue Hildick
President, Chalkboard Project