



To: State Board of Education

From: Oregon Education Association, Center for Great Public Schools

Date: August 13, 2013

RE: Temporary Rules, 581-018-0100 to 581-018-0125 School District Collaboration Grant Program

The Oregon Education Association (OEA) appreciates the opportunity to provide input on the temporary rule for the School District Collaboration Grant Program. We are pleased the new rule clarifies the opportunity for school districts to apply for a district design grant or a district implementation grant. This approach offers support to districts that are beginning their collaboration work as well as those districts that are ready for implementation.

We do believe some changes are needed in the draft temporary rule to further clarify the intent of the statute. Our recommended changes are reflected in the attached document. If you have questions about any of the recommendations, please contact Colleen Mileham, Center for Great Public Schools, Oregon Education Association. colleen.mileham@oregoned.org

Division 18
Network of Quality Teaching and Learning

School District Collaboration Grant Program

581-018-0100 Definitions

The following definitions apply to 581-018-0100 to 581-018-0125:

- (1) "Blueprints" means a description of the components of a school district's educator evaluation effectiveness system that includes strategies for implementation and integration of the four areas: career pathways, evaluation processes, compensation models and enhanced professional development for teachers and administrators.
- (2) "Career pathways" means descriptions of professional career achievement (e.g. Novice, Emerging Professional, Master Teacher) or specialized roles (e.g. Mentor Teacher, Master Teacher), and opportunities to increase professional responsibilities.
- (3) "Compensation models" means alternative salary advancement systems based on a variety of elements aside from seniority, but not excluding seniority (e.g. weighed systems based on professional involvement, increased expertise).
- (4) "Design grants" means grants intended for districts or consortia of districts to create blueprints for implementation that integrate the four areas of: career pathways, evaluation processes, compensation models and enhanced professional development.
- (5) "Enhanced professional development" means professional learning opportunities that are ongoing, collaborative in nature, and aligned to the needs of educators identified through the evaluation process and student data.
- (6) "Evaluation processes" means an educator performance evaluation system based on collaboration, that includes, but is not limited to standards of professional practice, four-level rubrics, multiple measures of professional practice, professional responsibilities and student learning and growth, an evaluation and growth cycle and professional learning aligned to student and educator performance data.
- (7) "Implementation Grants" means grants intended for districts or consortia of districts to implement ~~the an evaluation system~~ based on their blueprint designs.

Stat. Auth.: ORS 329.838

Stats. Implemented: ORS 329.838

581-018-0105 Eligibility

- (1) The following shall be eligible to receive a School District Collaboration Grant:
 - (a) School districts;
 - (b) Consortium of school districts.
- (2) To be eligible for a design or implementation grant:
 - (a) Districts must not have received a federal Teacher Incentive Fund (TIF) grant; and
 - (b) Districts must not have received Creative Leadership Achieves Student Success (CLASS) grants or District Collaboration Grants for more than three years; and

- (c) Districts must not be receiving CLASS grant dollars during the school year for which the funds received under the application for a design or implementation grant would be expended.

Stat. Auth.: ORS 329.838

Stats. Implemented: ORS 329.838

581-017-0110 Criteria

- (1) The Oregon Department of Education shall establish a request for proposal solicitation and approval process to be conducted each biennium ~~for what~~ when District Implementation and Design Collaboration grant funds are available. The Department shall notify eligible applicants of the proposal process and the due dates, and make available necessary guidelines and application forms.
- (2) All proposals must comply with the requirements of HB 3233. Grants shall be awarded based on the following generally applicable criteria:
 - (a) Whether the grant application identifies how the funds will be used to improve education outcomes identified by the Oregon Investment Board, contained in achievement compact or set forth in ORS 351.009.
- (3) Prior to applying for a grant, the school district must receive the approval to apply for the grant from:
 - (a) The exclusive bargaining representative for the teachers of the school districts, or if the teachers are not represented by an exclusive bargaining representative, from the teachers of the school districts;
 - (b) The chairperson of the school district board; and
 - (c) The superintendent of the school district.
- (4) Districts shall establish a collaborative leadership team including the bargaining representative of teachers in the district to oversee the design and implementation process.
- (5) Districts shall display readiness and eligibility for an implementation grant by submitting detailed blueprints, developed collaboratively by teachers, administrators, and the teacher bargaining unit, in the four required areas:
 - (A) Career pathways processes for teachers and administrators;
 - (B) Evaluation processes for teachers and administrators;
 - (C) Compensation models for teachers and administrators, and
 - (D) Enhanced professional development opportunities for teachers and administrators.
- (6) The Department of Education shall award design and implementation grants based on the evaluation of the district application, eligibility criteria, and the following considerations:
 - (a) Geographic location of districts to insure geographic diversity within the recipients of grant program funds throughout the state
 - (b) Districts that have an achievement gap as defined in 581-018-0005
 - (c) Districts that have a high level of economically disadvantaged students as defined in 581-018-0005

Stat. Auth.: ORS 329.838

Stats. Implemented: ORS 329.838

581-018-0115 Design Grant Funding

- (1) The Department of Education shall determine for each fiscal year the portion of the funds available for the School District Collaboration Grant Program that will be distributed as design grants.
- (2) Based on the review of grant applications, the Department may not award a design grant to each district that is less than \$20,000 or exceeds \$50,000.

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581-018-0120 Implementation Grant Funding

- (1) The Department of Education shall determine for each fiscal year the total amount available for distribution to school districts as implementation grants.
- (2) The Department of Education shall determine the grant amount to be awarded to each district that is eligible to receive a grant based on the following formula:

Grant Amount = school district ADMw x (the total amount available for distribution for an implementation grant in a fiscal year through the School District Collaboration Grant Program / the total ADMw of the School Districts that receive an implementation grant for the fiscal year.

Stat. Auth.: ORS 329.838
Stats. Implemented: ORS 329.838

581-018-0125 Reporting

- (1) Districts shall meet timelines, performance measures and other requirements related to the accumulation and evaluation of data collected as required by the Oregon Investment Board and the Oregon Department of Education.
- (2) Districts shall submit interim and final grant reports describing progress toward grant requirements and goals as defined by the Department of Education.
- (3) Districts shall share lessons learned and school district models on the design and implementation of the four blueprint areas.
- (4) The Department of Education shall disseminate best practices from the grant districts to districts statewide.

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(2) All proposals must comply with the requirements of ~~HB 3233~~ ORS 329.838, section 1, chapter 661, Oregon Laws 2013 (Enrolled House Bill 3233) and rules adopted to implement those laws. Grants shall be awarded based on the following generally applicable criteria:

(a) Whether the grant application identifies how the funds will be used to improve education outcomes identified by the Oregon Investment Board, contained in achievement compact or set forth in ORS 351.009.

(3) Prior to applying for a grant, the school district must receive the approval to apply for the grant from:

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