

**MINUTES OF THE
EDUCATION INTERIM COMMITTEE**

Thursday, August 21, 2008 – 9:00 a.m. – Room C445 State Capitol

Members Present:

Sen. Howard A. Stephenson, Senate Chair
Rep. Gregory H. Hughes, House Chair
Sen. Curtis S. Bramble
Sen. Lyle W. Hillyard
Sen. Patricia W. Jones
Sen. Mark B. Madsen
Sen. Ross I. Romero
Rep. Craig A. Frank
Rep. James R. Gowans
Rep. Kory M. Holdaway
Rep. Bradley G. Last
Rep. Rebecca D. Lockhart
Rep. Ronda Rudd Menlove
Rep. Carol Spackman Moss

Rep. LaWanna "Lou" Shurtliff
Rep. Kenneth W. Sumsion
Rep. Stephen H. Urquhart
Rep. Mark A. Wheatley

Members Absent:

Sen. Margaret Dayton, Senate Vice Chair
Rep. Sylvia S. Andersen
Rep. Brad L. Dee
Rep. Michael T. Morley

Staff Present:

Ms. Constance C. Steffen, Policy Analyst
Mr. Dee S Larsen, Associate General Counsel
Ms. Glenda S. Whitney, Legislative Secretary

Note: A list of others present, a copy of related materials, and an audio recording of the meeting can be found at www.le.utah.gov.

1. Committee Business

Chair Hughes called the meeting to order at 9:09 a.m. Sen. Dayton was excused from attending the meeting.

2. Review of One-time Performance-based Compensation Plans

Ms. Steffen distributed a copy and gave a slide presentation on, "One-time Public Education Performance Pay Plans." She noted that legislation enacted in the 2008 General Session directed the State Board of Education to use \$20,000,000 of Minimum School Program nonlapsing balances for one-time performance-based compensation. School districts and charter schools submitted plans to the State Board of Education for approval. She discussed the criteria selected by school districts and charter schools to evaluate educators' performance.

Rep. Hughes turned the chair over to Sen. Stephenson.

Sen. Hillyard suggested selecting three or four models of performance pay plans to give to the governor as recommendations from the Committee.

Dr. Larry Shumway, Deputy Superintendent, Utah State Office of Education, responded to committee members' questions regarding the performance pay plans.

At the request of Chair Stephenson, Ms. Steffen distributed a handout prepared by the Utah State Office of Education, "Preliminary Draft - Planned Evaluation on One-Time Performance-Based Compensation Plans."

3. Assessing Teacher Quality

Mr. Trent Kaufman, President, and Mr. Randy Shumway, Board President and CEO, Ed Direction, gave a slide presentation and discussed methods of assessing teacher quality for the purpose of awarding compensation, including the use of surveys. It was noted that parent and student surveys are powerful tools to improve teaching and learning and should be used in conjunction with other measures to improve teacher quality. Mr. Kaufman distributed a copy of the presentation, "Testimony to the Education Interim Committee, Utah State Legislature."

Ms. Christine Wahlquist, Director, Research and Assessment, Davis School District, discussed how Davis School District uses parent and student surveys as a part of the teacher evaluation process. She noted Davis School District has had success with parents and students taking the surveys.

4. Preliminary Findings of the Utah State Board of Education (USBE) Differentiated Compensation Work Group

Dr. Shumway gave a slide presentation and discussed preliminary findings of the USBE Differentiated Compensation Work Group. He explained the Work Group's outreach process and identified key challenges in developing a plan to compensate teacher performance. He distributed a copy of the presentation, "USBE Differentiated Compensation Work Group."

5. Other Items / Adjourn

MOTION: Rep. Hughes moved to adjourn the meeting. The motion passed unanimously with Sen. Bramble, Rep. Moss, and Rep. Wheatley absent for the vote.

Chair Stephenson adjourned the meeting at 11:58 a.m.