



# ALABAMA COMMISSION ON THE EVALUATION OF SERVICES

## Meeting Minutes

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### Date and Location

The Alabama Commission on the Evaluation of Services met on December 1, 2022, at 10:00 a.m. in Room 825 of the Alabama State House, 11 S. Union Street, Montgomery, AL.

### Attendance

Member	Present	Teleconference	Absent
Chairman Orr	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Vice-Chair Filmore	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Albritton	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Carlton	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Coleman-Madison	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Commissioner Green	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Sawyer	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Commissioner Story	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Commissioner White	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Whitt	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Commissioner Poole, <i>ex officio</i> (Finance Director)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Commissioner Fulford, <i>ex officio</i> (LSA Fiscal Division Deputy Director)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vacant	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vacant	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

A lawful quorum of voting members is present to conduct business.



### **Notice of Meeting:**

Sufficient notice of the meeting was posted on November 3, 2022, to the Secretary of State's Open Meeting Act Posting Board.

### **Approval of Minutes:**

Approval of the minutes of the previous meeting on July 7, 2022.

A motion was made by Commissioner Carlton to adopt the minutes as written. Commissioner Albritton seconded the motion. Motion passed unanimously with all those present voting.

### **Reports and Presentation:**

Director, Marcus Morgan introduced a guest speaker from the AL Board of Nursing, Chief Communication Officer and Chief Policy Officer, Honor Ingles. Mr. Ingles spoke briefly addressing the Commission on a couple of changes the Board of Nursing was pursuing post ACES evaluation.

Commission White asked Mr. Ingles if the proposed rural program would conflict with the Department of Public Health's current recruitment program. Mr. Ingles response was that the two programs might overlap but should not be in conflict. He also mentioned that the Board of Nursing has no problem spending the money appropriated and is filling the available positions within their program.

Commissioner Coleman-Madison asked Mr. Ingles why nurse educators would potentially turn the position and funds down. Mr. Ingles responded that the Board of Nursing didn't know why, but said many nurses were worried about the ability to procure a job in the rural areas. He thinks that this may potentially be a policy issue that the legislature may want to look at further.

Commissioner White asked Mr. Ingles if there were available services housed in any qualified health centers and Mr. Ingles replied that they haven't discussed those aspects of the program yet. Commissioner White stated that these are considerations that should be taken up.

Questions for Mr. Ingles concluded.

Presentation on the Alabama Public Colleges of Education Producing Fewer Educators led by Patrick Dean. Following the presentation, a period of Question and Answers were as follows:

Commissioner Albritton had a question pertaining to the publication of standardized test data and the examples provided in the presentation (bar association, board of nursing, and social workers). He asked whether this was something that already had precedent, so the methods could just be adopted. In addition, during contract review of ALSDE contracts, there were concerns regarding why teachers had to be re-taught things after graduating from education preparation programs. As a follow-up, Commission White asked where the information should be published.

Mr. Dean responded to the publishing of standardized test data as being similar but there was not standard language, that he was aware of, that could be adopted. He suggested that the information should be published on WeTeachAlabama.com so that potential teachers could use the information when comparing educator preparation programs, similar to the other professions mentioned.

Commissioner Coleman-Madison commented that the ACES report finally hit on the right solution or at least partially. Teachers get advanced degrees because it becomes the only way to make more money.



Chairman Orr questioned whether there was any state that had different positions for promotion based on student growth and achievement. He also mentioned this idea as it relates to struggling schools. Followed by a pay-for-performance model, asking if this is something that should be considered or explored further.

Mr. Dean replied, there has been some research done on pay-for-performance it was not very extensive. This topic needs further research and consideration.

General Discussion among the Commission members followed Q&A.

Commissioner Fulford asked if research stated an example where there were work / experience requirements in place so that teachers could not just fill vacant administrative positions. Mr. Dean replied that this topic would require further analysis.

Commissioner Fulford wanted to know exactly what potential teachers were looking for. Were they looking at salaries or being led into teaching because it was their passion.

Commissioner White asked what could be done about underperforming schools, suggesting that colleges of education needed to implement checkpoints to evaluate education students' knowledge and that maybe something should be done about ineffective colleges of education. He went on to recommend that the staff look into the colleges of education teacher production more closely and seek answers from the deans overseeing the colleges and/or students entering the profession through the colleges.

Coleman-Madison recommended looking into site-based performance. Describing it as individual schools within a system were assessed to improve the teaching environment. Everyone in the school system must take part (teachers, admin, janitors, etc.). She also mentioned that teachers should not feel pressure to be evaluated. Followed by a recommendation for ACES to look at evaluation methods and that every school is different, therefore there should be an established baseline for each school so that their progress can be measured fairly. Teachers can then be rewarded for their personal growth within a classroom based on the baseline provided by their school.

Commissioner Albritton issues a word of caution and stated since there have been major changes only implemented very recently, maybe the Commission should give the changes some time to produce results. Once the Commission can see the results/effects of the changes, then there can be a decision brought regarding next steps.

Commissioner White recommended that ACES sit down with Local Education Associations and superintendents to survey them regarding what they think needs to be changed or what needs to be improved. Asking if pay-for-performance and teacher rewards is feasible. Following this work, the staff should come back and report the findings to the Commission.

Commissioner Fulford agreed with Commissioner White's recommendation and suggested that ACES could work with DOL on exit interviews and figure out where and why those exiting the profession are leaving or where they are going. Commissioner Coleman-Madison also agreed and suggest that ACES look beyond pay and look at other aspects such as resources and supports for teachers. She said, teachers need to be consulted on this matter, because outside consultants do not see the issues or deal with the problems every day.

Director Morgan responded and noted that the follow-up to the Teacher Workforce was underway but reminded the Commission that this depth of work would take longer to complete.

Commissioner White made the following three final recommendations:

1. How can the teacher workforce be improved
2. Is pay-for-performance feasible within the teacher workforce
3. Find out why teachers are leaving

There was on consensus and agreement for ACES to pursue the answers to these questions.



**Old Business:**

None

**New Business:**

None

**Adjournment:**

There being no further business, at 11:03 a.m. Vice-Chair Filmore moved that the meeting be adjourned.