



# MEETING HIGHLIGHTS

December 9<sup>th</sup>, 2011

Via its December 9<sup>th</sup> web meeting, the State Council for Educator Effectiveness (SCEE) revisited and developed recommendations for a statewide appeals process for nonprobationary teachers receiving their second consecutive rating of “ineffective.” This meeting was open to the full Council and appeals work group members.

Kathy Christie with the Education Commission of the States presented on appeals processes across other states. The Council then revisited existing language drafted in early 2011 for an appeals process.

The Council agreed that each of the following were important questions and considerations to address:

1. What are the council’s guidelines for developing recommendations for an appeals process?
2. Who is responsible for developing the appeals process?
3. Who is responsible for implementing the appeals process?
4. What should happen in regard to appeals throughout the pilot phase?
5. What should happen in regard to appeals throughout the pilot phase?
6. What features should the appeals system have in place initially?
7. Who should be responsible for making the decision on an appeal? Should this differ based on district variable (e.g. size)?
8. Should the appeals process differ from procedural vs. interpersonal objections? For example, should the appeals process only be available if a process was not followed and/or if the teacher disagrees with the ratings even though the process was followed. Should there be a more expedited process for a procedural appeal?
9. Should there be a cap on the number of appeals a teacher is allowed to submit?
10. Should there be a determination of “burden of proof” requirements?
11. If the appeals process cannot take any longer than 90 days, should there be a designation of timelines for stakeholders?
12. How should a decision be communicated to a teacher?

The Council and additional members of the appeals work group discussed the above questions and generated recommended next steps. Staff will compile next steps, gather additional information and submit draft language for recommendations to address the above questions to the Council via email.

The Council will meet again on Friday, January 20<sup>th</sup> to review and revise these recommendations.

Comments or questions may be submitted to the Council by emailing Angela Baber at [ababer@colegacy.org](mailto:ababer@colegacy.org).