



**Professional Standards Council for Teachers  
Meeting Notes  
September 26, 2023  
4:00 – 5:30 p.m.**

*Attendees*

- **Members**
    - Leah Braunschweig
    - Sydney Bueno
    - Eric Dimmitt
    - Trisha Detert
    - Meg Erler
    - Sarah Gruettner
    - Barbara Herzog
    - Kabby Hong
    - Julie Horvath
    - Curtis Kadow
    - Monica Lopez
    - Antoinette Means
    - Hannah Timm
    - Julie Whitney
  - **DPI Staff**
    - Jake Hollnagel, Education Consultant, LEAD Team
    - Jennifer Kammerud, Director, LEAD Team
    - Duy Nguyen, Assistant State Superintendent for the Division of Academic Excellence
    - Sara Knueve, Policy Initiative Advisor, Division of Academic Excellence
1. Call to Order and roll call by Jennifer Kammerud.
  2. Introductions by Asst. State Superintendent Duy Nguyen
    - a. Asst. State Superintendent Duy welcomed the Council back after the summer hiatus and asked members to introduce themselves and talk about what motivates them to work in their roles in education.
  3. Approval of Minutes: [May 23 Draft Minutes](#)
    - a. Motion to adopt the minutes by Barb Herzog
    - b. Seconded by Meg Erler
    - c. No discussion.
    - d. Minutes approved by voice vote.
  4. Updates on Educator Effectiveness Recommendations

- a. Jake Hollnagel of DPI provided an update to Council members on the status of recommendations submitted by the Council to the State Superintendent on May 23.
  - b. The Licensing, Educator Advancement and Development (LEAD) Team and Assistant State Superintendent Nguyen reviewed the recommendations and developed a potential work plan for the review of the State Superintendent in conjunction with the recommendations. The State Superintendent will review both the recommendations and work plan and make a determination about next steps.
  - c. When the state superintendent makes that determination, LEAD will bring that decision back to the Council for further input.
5. Exploring Teaching Excellence – Topics for Consideration
- a. Jennifer Kammerud and the Asst. State Superintendent posed the question of how to define or identify teaching excellence to the council members and asked how they consider this from their own perspective.
    - i. Members of the Council suggested several ideas, including:
      1. Asking students to identify teaching excellence and excellent teachers.
      2. How a private school asked parents to respond to a similar question and received tremendous positive response.
      3. The “daisy pin” practice from nursing.
      4. The process of colleagues recognizing and proposing names in advance of staff meetings.
      5. Weekly “academic highlights” identified through the observation process.
        - a. Student and staff “mind-setters” of the month in recognition of strong social-emotional work. Students are nominated by staff, but staff are nominated by both colleagues and students.
  6. The Mandana Bliss award:
    - a. Take nominations from students.
    - b. Can be any staff, but mostly teachers.
    - c. Nominations sent to the board.
    - d. The person awarded gets a write up by a student nominator.
    - e. Those write-ups help illustrate what students value in staff.
  7. Teacher of the Year, seeing teacher recognition in other states and comparing to Wisconsin.

- a. Highlighted North Carolina and described their Young Teacher of the Year award and a cohort model of ongoing development.
  - b. Highlighted Florida which has a county-by-county recognition program.
  - c. Really only have the Herb Kohl Fellowship and Teacher of the Year.
8. Oshkosh School District board's policy of "adopting" a school in the district to focus in on the concerns there and learning the staff there personally.
  - a. Personal thank you's or congratulations cards to school staff from board members.
  - b. The Board President takes time to recognize retirements.
9. The Portage County business community hosts banquet celebrating education in fall of each year.
  - a. Businesses can nominate teachers for "Golden Apple" award. The awardee receives a banquet and an opportunity to speak.
10. Family and consumer science organizations and a number of different award programs.
  - a. State winners go on to national recognition. Public sharing results in shared learning.
11. Recognition of cooperating teachers who support preservice teachers.
12. Using the Wisconsin Improvement Program to support aspiring teachers.
13. Metro Milwaukee Association of Black Educators nominates educators for recognition at a banquet.
  - a. Peers and administrators provide support, feedback and recognition through Educator Effectiveness.
  - b. Connecting ground level feedback to the local teacher association.
14. Suggestion that teacher recognition not only a useful tool for retention, but also recruitment. Also suggested that Wisconsin could improve its connections to business to provide financial and cultural ("coolness" factor) support.
15. The Asst. State Superintendent stressed importance of sustainability to a teacher recognition program, so that activities are not "one and done".

16. Discussion that some teachers expressed reluctance to receive public recognition, and that asking teachers about how they want to receive recognition is important.
17. The Asst. State Superintendent asked the council to think about how teachers and educators can build community together to receive not just recognition but also support.
18. The Asst. State Superintendent highlighted that there's space to grow in the area of professional development. A lot of professional development occurs in-house now due to costs, but that now lacks some of the prestige of going places to learn and see interesting things.
19. Purposeful connection of the business community to the school district, which supports programs like youth apprenticeship. Most of the staff in local businesses come from local schools and institutions of higher education.

b. Themes

- i. Recognition
- ii. Infrastructure
- iii. Sustaining supports
- iv. Practices to Promote
- v. Lifting Student and Educator Voice

6. Agenda Planning

- a. The next scheduled meeting of the Council is October 24 at 4pm.

7. Closing

- e. Motion to adjourn by Eric Dimmitt.
- f. Seconded by Meg Ehler.
- g. Passed on voice vote.

8. Meeting adjourned.