

Teacher and Principal Evaluation (TPE)

LEA Communication #1
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TPE Action Team

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During the past two weeks we have been working internally at MSDE to create a TPE operational structure to serve LEAs throughout the Field Test and final implementation stages of this project. To facilitate this TPE structure we have developed an Action Team and four strategic sub-teams: Communications, Field Test, Student Learning Objectives (SLOs), and Professional Development (other than SLOs). Four colleagues at MSDE have been recruited to help lead each of the respective sub-teams; Laura Motel, Ben Feldman, Linda Burgee, and Ilene Swirnow. The TPE Action Team meets weekly with the Core Team at MSDE, consisting of upper level MSDE leadership. For consistency and efficiency, beginning this month, communication will be channeled through these four strategic sub-teams. These sub-teams are supported by additional MSDE personnel at the related service development and delivery levels. Hopefully, a pattern will emerge in the work being done around TPE.



The first meeting of all LEAs was conducted on September 27th at MSDE to delineate the structures and the processes that will be used as the TPE project moves forward. Sample models of the State and the Local variations of the Teacher and Principal Models were shared along with the instrument being used for the State Principal Evaluation. Samples of these documents have been attached to this communication. A writing team is presently completing the appendices to support using the State Principal Evaluation Instrument and has begun constructing both the State Teacher Evaluation Instrument and its accompanying appendices along the same lines. It is our intent to have the State Principal Evaluation Instrument package and as much of the State Teacher Evaluation Instrument package available to Executive Officers when they meet on October 29, 2012. During the remainder of this month, the focus of our work around Teacher and Principal Evaluation at MSDE will be targeted to Student Growth Measures. On October, 11th, all LACs were presented information at MSDE regarding the statistical processes behind the School Performance Index and their relationships to the ESEA waiver. As a next step, the October 24th LEA Field Test meeting will focus specifically on the application of the SPI, MSAs, and SLOs, to create measurable percentages for calculating student growth in the state or local evaluation models. Subsequently, Executive Officers will receive Professional Development on October 29th on how to use these Student Growth Measures to elevate teacher performance through evaluation. With this in mind, it is important that the participants attending the October 24th meeting be practitioners familiar with and conversant in the evaluative processes for teachers and principals. Seating will be limited, so please remember that LEAs may bring up to three participants including one representing local teacher bargaining groups.

October 24th State Field Meeting Agenda:

- Update on LEA Submissions
 - Initial Observations
 - Common Themes
- Addressing Questions SGM Percentage Measures in the State Models
 - Translating the SPI to a percent measure
 - Translating MSAs to a percent measure
 - Translating SLOs to a percent measure
- Topical Table Talk Activity (see chart on pg 4)
- LEA Needs for November

LEAs have until December 26, 2012, to submit their intended local teacher and/or principal evaluation plans for next school year. What was the Education Act of 2010, now §6-202 states in (c) (6) "If a local school system and the exclusive employee representative fail to mutually agree under paragraph (3) of this subsection, the model performance evaluation criteria adopted by the State Board under paragraph (2) (ii) of this subsection shall take effect in the local jurisdiction six months following the final adoption of the regulations." On June 26, 2012, the State Board adopted COMAR 13A.07.09 Evaluation of Teachers and Principals. Therefore six months from the June 26, 2012 adoption by the State Board would be December 26, 2012. MSDE is presently developing a methodology for approving these submissions along with an appeals process. Please refer to the attached Local Models for direction and note the twenty-percent (20 %) MSA measures required for appropriate teachers and principals. Minimally, the four components of Professional Practice for Teachers (Planning and Preparation, Instruction, Classroom Environment, and Professional Responsibilities) and the eight Outcomes for Principals (Vision; School Culture; Curriculum, Instruction, and Assessment; Observation and Evaluation of Teachers; Integration of Appropriate Assessments; Use of Technology and Data; Professional development; and Stakeholder Engagement) must appear as categories as worded in local models.

Inquires of a general nature or TPE in its entirety may be directed to Dave Volrath.

Teams

Field Test

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As of October 12, 2012, every participating RTTT LEA has submitted the initial drafts of their local Field Tests. An internal review team has screened the submissions for technical accuracy and the inclusion of all required elements. An individual from the review team will now contact each LEA regarding necessary clarifications. Our initial interest is to work with each LEA individually to shepherd them through a process that will bring their local models into alignment with regulatory expectations. LEAs making changes to their Field Test Models may resubmit them through Ben Feldman (see at left) at the same MSDE LSS site. Notify him by e-mail and he will update the information at MSDE.

Inquiries related to the Field Test that are of a design or technical nature (i.e. School Performance Index or MSAs), may be directed to Ben Feldman.

SLOs

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As LEAs complete their submission of local field tests, MSDE concurrently completes the initial phase of informational professional development that centers around understanding the potential for using Student Learning Objectives in teacher and principal evaluations. Subsequent phases of training that focus on the crafting of effective SLOs for use in evaluation will soon be available for delivery to interested LEAs. Between now and the end of the school year, MSDE will be developing and posting modules to elevate and maintain the capacity of teachers, principals, and executive officers.

Inquiries regarding Student Learning Objectives or interest in scheduling training for specific audiences should be directed to Linda Burgee.

Professional Development

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The completion of the State Teacher and Principal Evaluation Instruments will enable MSDE to begin the process of identifying the developmental needs of principals and executive officers. Needs that are common to both the local and state models will provide direction for crafting the professional development for both groups and have the greatest potential for intentionally aligning teacher and principal evaluation to affect changes in school, teacher, and student performance. Particular interest will be given to Student Learning Objectives and principal evaluation during the October 29th Executive Officers' meeting.

Inquiries regarding the evaluative professional development skills of executive officers, principals, assistant principals and instructional supervisors may be directed to Ilene Swirnow.

Communications

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The TPE Team is building a communication structure to support the flow and to insure the accuracy of information between MSDE and the LEAs. The structure will be web-based; including an area for posting, responding, and archiving frequently asked questions. The intent is to have this structure operational in November. Additionally, this communication format will be utilized regularly to facilitate the flow of information between LEAs and the TPE Project.

Inquiries regarding communications may be directed to Laura Motel.

LEA Requested Topics for Discussion

The following frequency chart demonstrates the topic interest of LEA as reflected in their model submissions of September 27th. It will determine the priority for our table talk activity on October 24th and our information sharing.

