

Teacher and Principal Evaluation (TPE)

Communication #2

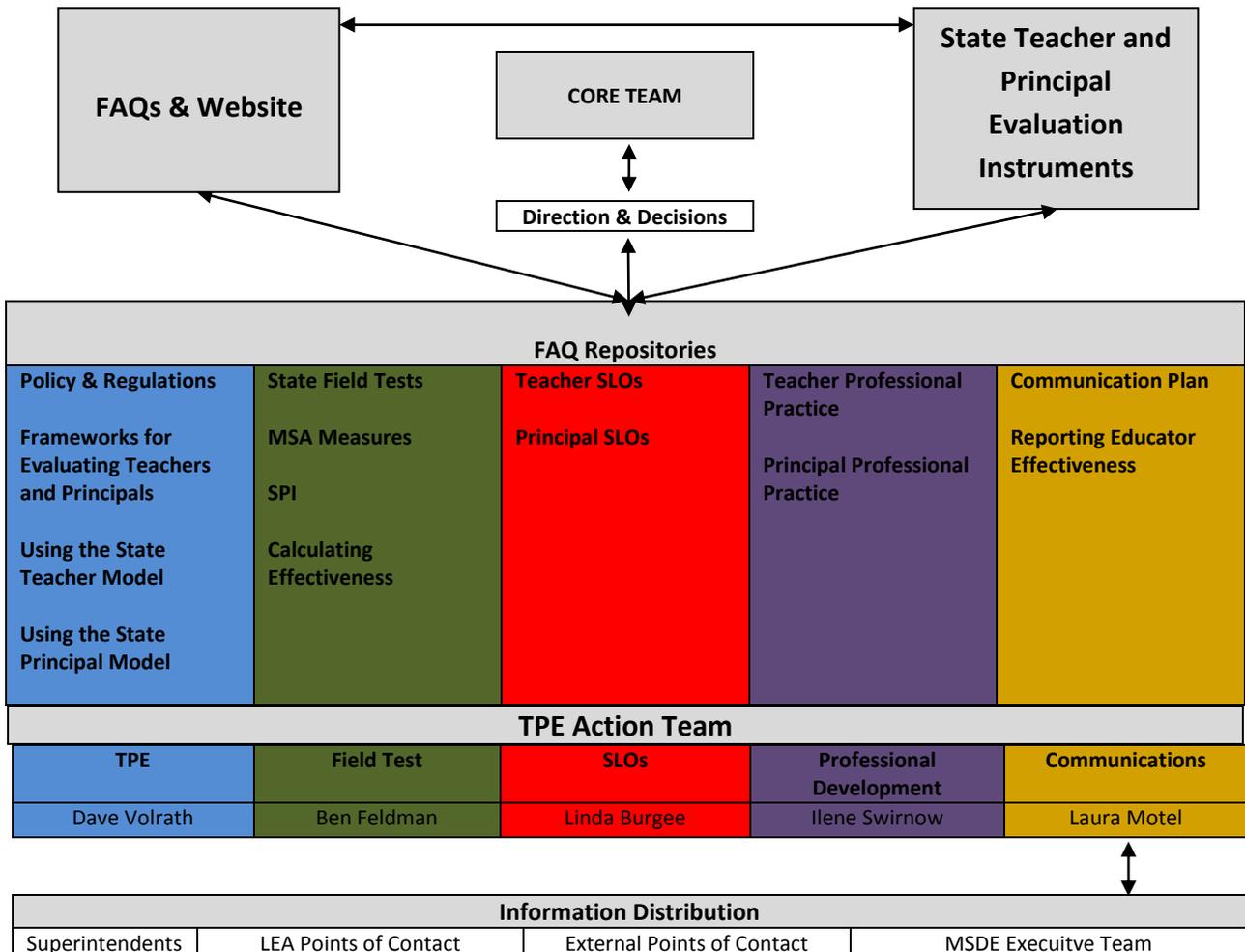
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TPE Action Team

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A number of groups have inquired about the communication structure being used by the MSDE TPE Action Team to inform various audiences. The following graphic depicts two things: 1) the electronic triangle around Core Team oversight that will support communications between the Website, the Evaluation Instruments, and the reposing of Frequently Asked Questions; and 2) the dissemination of information to four groups; Superintendents, LEA Points of Contact, External Points of Contact, and MSDE's Executive Team. It is critical that individuals receiving this information be thoughtful in forwarding it to individuals within their group. While this information will be posted on the TPE Website, we do not recommend blanket copying to mass audiences who may not be associated with this work.

TPE Communication Structure



The monthly convening of LEAs occurred on October 24th. Information sharing and group interaction centered around:

- An initial review of LEA evaluation model submissions and the informal process being employed by reviewers to provide direction for moving district models closer to regulatory expectations.
- An explanation of how the three Student Growth Measures within the state model will translate into evaluative measures.
- A sample methodology for LEAs to transition teachers into a three year evaluation cycle.
- Small group table talk explored the Calculation of Ratings, State and System Alignments, Managing Evaluative Data, and LEA Communication Plans.

While districts appear to respect the intent and the methodologies behind the School Progress Index (SPI), it is clear that additional work must be conducted to increase confidence that they will accurately translate to evaluative measures that will not disproportionately award or penalize teachers. LEAs are reminded to consult with their local representatives who attended the 10/11/12 LAC meeting for information about the calculations behind the SPI. (PowerPoint from 10/11 meeting is attached). Work will be conducted with Executive Officers and Superintendents during the next week in consideration of these concerns.

A draft of the State Teacher Evaluation Instrument was presented to the Core Team for review and direction and once approved, will be shared with LEAs via e-mail attachment. Subsequent to their endorsement, a date will be identified and a meeting of the three districts piloting the State Teacher and Principal Models will be convened to walk through the application of those instruments.

The November meeting of LEAs will include a review of the State Teacher Instrument, a review of the approval process for the 12/26 local model submissions, and continuing table talk activities. Remember that questions may be directed to appropriate members of the TPE Action Team.

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

Field Test

Ben Feldman
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Members of the TPE Action Team worked to develop explanations for translating School Progress Index (SPI) data, MSA scores, and SLOs into evaluation measures. Brief “coaching” documents have been created that demonstrate how to build numeric values from these evaluation components and a presentation on this topic was made to the Maryland Principals’ Advisory Council. A member of the TPE Team also attended the national Maryland Assessment Research Center for Education Success (MARCES) conference on *Value-Added Measures and Growth Modeling*. Additionally, MSDE has reviewed and collated the Field Test plans submitted by the LEAs with an eye to the important areas of convergence and distinctions and all LEA requests for assistance from MSDE have been reviewed and prioritized.

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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Planning is underway for Phase 2 of regional SLO trainings. The dates and locations of the Phase 2 trainings to be held in December have been established and details will be sent to superintendents next week. The proposed scoring process for both teacher and principal SLOs has been finalized and several new SLO tools, including templates for teachers and principals to write SLOs, rubrics for approval of teacher and principal SLOs, and scoring processes for SLOs were created. A status report was also presented to the MSDE Principal Advisory Committee and they were asked to provide feedback on draft SLO tools. To date, all LEAs have participated in SLO professional development and we continue to provide on-site training to LEAs.

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

<p><u>Professional Development</u></p> <p>Ilene Swirnow iswirnow@msde.state.md.us</p>	<p>The Principals' Advisory Council, consisting of representatives from all 24 LEAs, met on October 22. Members of the TPE Action Team provided updates to the group on the current status of the evaluation process and solicited input and guidance on related aspects. Principals are in a unique position and as such are a critical component to the successful implementation of the evaluation system. They must have the skills and knowledge to utilize new teacher evaluation systems and concurrently, will be evaluated using new principal evaluation systems by their supervisors (executive officers). An important discussion ensued about the professional development they feel they need both to evaluate and to be evaluated. Next week, we will share the principals' perspectives with the Executive Officers at their meeting and determine what professional development opportunities these supervisors will need to evaluate their principals as well as what they need to support, coach, and assist their principals as they evaluate teachers.</p> <p>Inquiries regarding the evaluative professional development skills of executive officers, principals, assistant principals and instructional supervisors may be directed to Ilene Swirnow.</p>
<p><u>Communications</u></p> <p>Laura Motel lmotel@msde.state.md.us</p>	<p>The TPE Team is developing a new website that will house all Teacher and Principal Evaluation materials, information, tools, and resources. The website will be easily accessible, featured prominently on MSDE's homepage, www.MarylandPublicSchools.org, and will be updated frequently as new resources are produced. In addition to TPE materials developed by MSDE, the website will also include links to the work and resources being developed by local school systems as well as TPE resources from other states. The website will be organized into several categories and subcategories in order to facilitate the easy navigation of these resources and will also feature a "Quick Links" box, which will contain links to the most often requested information on Teacher and Principal Evaluations. The communications structure for responding to and posting answers to Frequently Asked Questions (FAQs) that the TPE team has been developing will also be incorporated into the new website, making it a one-stop-shop for everything related to Teacher and Principal Evaluations. The TPE website will go live on November 9th.</p> <p>Inquiries regarding communications may be directed to Laura Motel.</p>