

Teacher and Principal Evaluation (TPE)

Communication #5

December 3, 2012

TPE Action Team

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The November 28th LEA Mtg. was well attended and resulted in both information sharing and rich discussion around a range of topics. An explanation was provided about the letters of review that went to Superintendents along with an apology for the mailing delay that occurred over the Thanksgiving Holiday. Clarification was given as to the content and purpose of the upcoming December 6, 2012, SPI meeting and the conflict with regional SLO training. It was noted that much of the content will be similar to what was presented at the October LAC Meeting with particular additional attention being given to the actual process for releasing the information to LEAs and the public. A second presentation is being planned for December 10, 2012 at the Queen Anne's County Public Schools Board of Education Building for LEA personnel on the Eastern shore and invitees unable to attend the first meeting. On a related SPI matter, LEAs were advised to continue to plan from a perspective that reflects a 20% value for MSAs. The Appendices that support the State Teacher and Principal Evaluation Instruments are near completion. We hope to share them with the MSDE Core Team and Superintendents next week. Preliminary direction was provided for the December 26, 2012, submission of Local Evaluation Plans. A packet is being prepared that will clearly outline the items which must be included in local submissions. The TPE Team will strive to make this a simplistic process that will efficiently render a determination using a final version of the Draft Approval Tool that was distributed. With deference to counsel, LEAs have a provision that allows them to continue to pilot their local models through spring. Utilizing actual school staffing data that was provided by one of our LEAs, several test cases were constructed to demonstrate a three-year rollout cycle along with the potential time impact required of principals to implement state evaluative processes. Recall that the Regulations and Guidelines previously addressed the capacity concern by distributing the evaluative process over three years for effective tenured teachers, shortening the evaluative tool to Student Growth during two of the three years for effective tenured teachers, and increasing the pool of administrators eligible to conduct evaluations beyond just the principal. While there are many variables that affect the planning and dedication of daily evaluative responsibilities, the demonstration suggested that intentional planning which maximizes the use of eligible evaluators and is given continual priority attention is within the managerial capacity of principals. In an effort to focus the work of LEAs going forward, a revised and compressed timeline for the TPE Project and the related Field Tests was distributed. The primary intent is to have LEAs complete a simulated evaluation of teachers and principals in their field test by April 1, 2013. Feedback from these simulations will be used to inform LEAs about their readiness to fully implement TPE in SY 2013-2014 and to assist the external project evaluator to validate the potential for models to function as intended. To facilitate the alignment between the Field Test and the Expected Outcomes, LEAs provided input regarding what the state should hope to learn from the Field Test simulation. The TPE Action Team has collated this information and is crafting a series of outcomes that LEAs will be providing after the Simulation. It is our intent to share these expectations before the December 20, 2012 LEA meeting. The Maryland Educator Effectiveness Council will conduct their next meeting in Annapolis on December 3, 2012. In addition to updating the Council on the progress of TPE, four LEAs (Kent, Prince Georges, Carroll, and Cecil) will represent the interests of districts in a dialogue with Council members. Finally, a determination regarding the format of the December 20th LEA Meeting will be made once the scopes of the Timeline, December 26th Submission Process, and Field Test Outcomes, have been vetted with other audiences.

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

Field Test

A major thrust of the November 28th LEA meeting was to frame the critical questions that must be asked at the end of this year's field test and to map these questions to the kinds

<p>Ben Feldman bfeldman@msde.state.md.us</p>	<p>of information and evidence that would substantiate answers to these questions. This LEA input was the topic of a day-long planning retreat of the TPE Action Team. Action Team staff joined the Kent County Educator Effectiveness Council for a work session, at which time statistical aspects of TPE were explored and discussed. The Maryland Assessment Research Center for Education Success modeled teacher and school rankings to offer a sense how results might look using the binary matrix which calculates growth within the SPI model and using the TRSG matrix which is part of the State TPE Model. MSDE has a commitment to USDE to conduct an independent evaluation of the 2012-2013 Field Test and a Request for Quotation was released to retain the services of an independent evaluator. Two pieces of information are in production: preparation of a package of information regarding the required elements of the December 26, 2012 Submissions; and preparation of the outcomes for the field test.</p> <p>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.</p>
<p><u>SLOs</u></p> <p>Linda Burgee lburgee@msde.state.md.us</p>	<p>Members of the TPE Action Team continued to meet with and present information to a variety of stakeholders. SLO information sessions were provided at the Maryland Assessment Group Conference in Ocean City, Maryland. Additionally, on-site technical assistance, including SLO presentations, was provided to media specialists in Anne Arundel County Public Schools as well as institutions of higher education.</p> <p>New SLO examples, tools, and forms have been added to MSDE's TPE website, including templates for writing SLOs and scoring tools. These can be found by clicking on the Teacher SLO or Principal SLO links on TPE webpage, http://marylandpublicschools.org/MSDE/programs/tpe.</p> <p>Inquiries regarding Student Learning Objectives or interest in scheduling training for specific audiences should be directed to Linda Burgee.</p>
<p><u>Professional Development</u></p> <p>Ilene Swirnow iswirnow@msde.state.md.us</p>	<p>The Action Team met with members of the professional development team to begin planning the comprehensive professional development and technical assistance to support TPE. Currently, we are involved in delivering the regional SLO Phase II training sessions which will be offered during the next two weeks. The team is in the process of finalizing the State Teacher Evaluation Instrument and the State Principal Evaluation Instrument and will post both tools on the MSDE website later this month. Information regarding training opportunities on use of these instruments will be forthcoming. Following the December 7th PSSAM meeting, the TPE Action Team will be visiting the three state pilot LEAs to provide initial professional development for using the state instruments in the field test and to identify additional local professional development needs associated with the pilot.</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>In the coming weeks, MSDE will be holding meetings with LEAs about the release of SPI data, specifically in regards to releasing and communicating that information to the public. As LEAs plan for this public SPI release, they may also want to begin thinking about how they will communicate their TPE plan to their teachers, principals, and other stakeholders.</p> <p>Inquiries regarding communications may be directed to Laura Motel.</p>