

Teacher and Principal Evaluation (TPE)

Communication #18

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TPE Action Team

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June is one of those months in the TPE calendar when practitioner work is tempered by the demands of closing schools, while the project completes one year and plans for the next. In that respect, a number of significant occurrences have taken place that define the work of year three and frame the work going into year four. Recommendations from the Seven Decision Points that were shared in Communication #17 have now been crafted into program and budget amendments and passed along to USDE for approval. When approved, these amendments will drive the remaining priority work that is required to implement, validate, and sustain TPE and align resources in support of those priorities. Internal to the amendments are the long-awaited implementation mini-grants that will provide quality control assurances to USDE and much needed fiscal assistance to LEAs. MSDE is working with USDE to facilitate a rapid turnaround on these amendments. On the heels of these amendments, the TPE Team has constructed a list of additional strategic needs to be addressed during year four. These include the crafting of new or changed policies, the revision of the TPE Guidebook, the operationalizing of electronic delivery platforms, the completion of a comprehensive professional development plan, and the communication and logistical supports needed to shepherd the initiative to completion. Concurrently, the TPE Team is working with MSDE leadership in other Race to the Top (RTTT) projects to identify ways to coordinate personnel, resources, and effort to maximize the collective impact of our work across projects in this fourth year of RTTT. This should generate increased efficiencies as multiple projects seek ways to compact work and reduce redundancies.

Of great significance was the approval of 21 of the 22 LEA TPE Plans that were submitted on June 7, 2013. Based on their calendar of meetings, the remaining LEA has indicated that they expect to reach agreement on an approvable plan by the end of July. MSDE will need to develop the policy and methodology for changing local plans to determine if and how that process might be applied in this instance. During the interim, changes will be addressed on a case by case basis. Dr. Lowery worked tirelessly on behalf of the interest of Superintendents and teachers to identify a path forward that provided the flexibility for LEAs to develop approvable plans. The State Superintendent has assured local Superintendents that feedback that is obtained during each year will be used to inform the thinking and frame the direction of each subsequent year. Dr. Lowery will maintain her dialogue with Montgomery County and Frederick County Public Schools to determine how they will eventually interface with the rest of Maryland.

In mid-June, USDE offered states flexibility on two positions: 1) the double testing of students; and 2) the application of evaluation consequences. As regards the double testing of students, Maryland may seek flexibility by applying for a waiver to permit students taking either the MSA/HSA or the PARCC Assessments, but not both. Dr. Johnson, Assistant State Superintendent of Curriculum, Instruction, and Assessment, is working with stakeholders to determine how Maryland might accomplish this while preserving the integrity of the State's graduation requirements. The second waiver would provide Maryland flexibility to delay, for one additional year, any personnel consequences tied in part to the use of student growth data. Dr. Lowery will be convening a meeting with representatives of MSEA, PSSAM, and MSDE to determine the process for crafting this particular waiver. At this time, Maryland is exploring the pursuit of both waivers and in both cases USDE is expected to provide greater detail about the requirements and procedures for seeking these flexibilities.

On June 25, the Maryland State Board of Education approved the appointment of Dr. Jack Smith, Superintendent of Calvert County Public Schools, as the new Chief Academic Officer for MSDE. Dr. Smith has been a knowledgeable and purposeful partner with MSDE in the Teacher and Principal Evaluation initiative and the TPE Team is excited to know that his expertise will continue to contribute to our work. Combined with his credibility as a Superintendent, Dr. Smith's strong instructional background and keen sense of fairness will be invaluable in assisting the TPE Team's effort to connect the Common Core Standards and the PARCC Assessments to Teacher and Principal Evaluation.

Most importantly, the TPE Team is in the process of completing the comprehensive plan for delivering TPE-associated professional development for next year. Under the greater tag line of "Influencing Transformation," the team is creating five "Spheres of Influence" designed to provide professional development in advance of the stages of the annual evaluation cycle. From Superintendents of LEAs, to participants in teacher preparation programs, each "Sphere" will strategically educate and inform audiences in the nuances and content of the new evaluative processes in Maryland. Progressing from executive officers to teachers, the professional development within each 'Sphere of Influence" will be delivered in topically driven meetings or conferences and, where applicable, available through MSDE at the local presentation level. Like the work that was conducted last year, the professional development plan will allow the State and the LEAs to learn collectively from each other as we prepare administrators and teachers for the transformation to new evaluation practices. "Sphere One," which focuses on the immediate needs for setting SLOs at the star of the year, has already commenced with the statewide convening on June 12th and continues with the evaluators of principals (executive officers, et al.) on July 9 & 10. LEAs are again encouraged to have any individuals who share in the responsibility of evaluating principals attend one of these July meetings. The Team hopes to share details, dates, and meeting profiles of the professional development plan, "Influencing Transformation," in the next weeks.

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

Evaluation Models

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Maryland Tiered Achievement Index Data:

Shortly, MSDE will make Spring 2013 Maryland Tiered Achievement Index data available for LEA use with Teacher and Principal Evaluation models. Deliverables will mirror those provided earlier this year based on Spring 2012 data and will continue to include student growth percentiles. New this time will be summary statistics by school for each grade and subject, which can support principal models. As one cell has a student value of 1.5, users must carefully review the new file layout once published as this column is widened to accommodate the decimal. There will be a formal notice when the new detail and summary files are published. As usual, data will be placed on the secure server to the attention of the LAC. MSDE is considering issuing a new set of statewide means and standard deviations based on Spring 2013. LEA comments on this are invited as LEAs digest their own comprehensive results.

LEA Models:

During the summer, we will be reviewing the detail of each LEA Model to identify the differences that separate each from the State model and one another. Dialogue across LEAs will help us to determine where further refinements may bring us closer together; maximizing how we might manage data, share resources, and target the delivery of technical services. It will also assist us in identifying what questions we want to be able to answer at the end of 2013-2014 and how we might facilitate the efficient collection of data to answer those questions.

Technical Assistance:

When the 2013-2014 TPE Professional Development Plan is unveiled, you will see that the delivery cycles include group specific informational, preparatory, and experiential topics. It will be essential that those individuals entrusted with the oversight of data and informational services associated with the implementation of TPE be actively involved in these meetings and conversations. These sessions will be crafted to both develop and model solutions, while offering LEAs the opportunity to learn from one another's experiences. We will use a variety of delivery modes attuned to audience needs and calendar sensitivities.

Please refer comments and suggestions to Ben Feldman at bfeldman@msde.state.md.us or at 410 767 0142.

<p><u>SLOs</u></p> <p>Linda Burgee lburgee@msde.state.md.us</p>	<p>Several hundred educators attended the SLO Convening on June 12. It was an engaging day as practitioners shared best SLO practices among themselves and explored solutions to common issues with using SLOs in evaluation. The information from the day's work will be instrumental in crafting professional development for subsequent audiences during the summer. As cited in previous documents, the work around SLOs continues to emerge and holds great promise for completing evaluation methodologies related to non-tested area teachers, improved school performance measures, and classroom performance measures. Interest in using SLOs to address and resolve these measurement areas continue to grow in Maryland and across the country. LEAs will see evidence of this interest in all of next year's professional development work.</p> <p>Inquiries regarding Student Learning Objectives or interest in scheduling training for specific audiences should be directed to Linda Burgee.</p>
<p><u>Leadership Development</u></p> <p>Ilene Swirnow iswirnow@msde.state.md.us</p>	<p>The first of five TPE Summits for Executive Officers, those with direct responsibility for supervising and evaluating principals, will be held at regional locations on July 9 and July 10 from 9:00 AM to 12 PM. If you are associated with the evaluation of principals and interested in attending the professional development and have not yet responded, please read the attached flyer and complete and return the registration form immediately; we still have room available on both days.</p> <p>Inquiries regarding Leadership Development and related Professional Development may be directed to Ilene Swirnow.</p>
<p><u>Communications</u></p> <p>Laura Motel lmotel@msde.state.md.us</p>	<p>Given the approval rate of the recent submission of Local TPE Plans, the Maryland Council on Educator Effectiveness has deferred meeting in August and will reconvene again on November 13, 2013.</p> <p>WestEd has received almost two thousand replies to their recent statewide educator survey on TPE. The TPE Team and WestEd will be collaborating to analyze and share this information.</p> <p>Outreach: During the next year, MSDE will be reaching out to educators as follows:</p> <ul style="list-style-type: none"> August 6 – UMES; Professional Development Summer Institute Conference August 15 – MASSP/MAESP Assistant Principal; Educator Effectiveness Academy Workshop @ Reservoir High School, Howard County October 22 – MASSP Assistant Principal Conference @ Maritime Institute March 21 – Secondary Principals Conference @ OC November – Maryland Assessment Group Conference @ OC <p>Inquiries regarding communications may be directed to Laura Motel.</p>