

Teacher and Principal Evaluation (TPE)

Communication #15

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TPE Action Team

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As expected, April has been an incredibly interesting month for the TPE Project. As LEAs inch closer to completing the effectiveness ratings for the teachers and principals who were involved in their field tests, natural incubators are created for the continued exploration of relationships and applications. MSDE is beginning to capitalize off of these local processes to determine the potential impact of collective measures, shared attribution, and student eligibility on teacher and principal effectiveness. These discoveries will in turn be used to inform the State and the LEAs as they adjust effectiveness measures in response to accuracy, complexity factors, and precision. As previously referenced in Communication #14, the date for LEAs to submit final TPE plans was extended to June 7, 2013. To complement this adjustment, the deadline for submitting TPE ratings is similarly being extended to May 17, 2013. This additional time should facilitate LEAs' completion of the effectiveness rating for teachers and principals in their field tests and coincide with upcoming meetings with LEAs and Superintendents.

The next monthly meeting of LEA TPE teams will occur on Tuesday, April 30, 2013 at MSDE from 1:00–3:30 PM. The time has been adjusted to accommodate the morning meeting that day with Executive Officers. The current agenda topics include:

- Field Test Report
- Response to Field Test Report
- Trial Applications: School-wide & Grade Level Data Impact
- Submission Process for June 7th LEA Plans
- Immediate LEA Data Requirements
- Refinements to the Maryland Tiered Achievement Index
- Recommendations for the SLO/HSA Workgroup
- WestEd Survey and Longer-term Data

A detailed agenda will be forwarded to LEA points of contact by Friday, April 26. Recall that space limitations at MSDE restrict each LEA to sending three participants.

We recognize how busy districts and schools are at this time of the school year and to that end we are trying to remain sensitive to requesting only essential data from our LEAs. LEAs previously submitted data in the fall in a format that included school and educator identification and/or number, grade level, and subject code. The primary additional information we will be seeking at this time includes distinguishing within Elementary Education to separate ELA and/or math responsibility and the final summary rating of highly effective, effective, or ineffective for each educator. This information will be required by May 17, 2013. Specific details and directions for posting the information will be provided to LEA points of contact at the April 30 LEA TPE meeting. Additional data points to serve the analysis work being conducted by WestEd will be deferred until a later point.

For those looking ahead, the next meeting of the Maryland Council for Educator Effectiveness will be held on Wednesday, May 8, 2013 from 9:00 AM to noon in the Lowe House Office Building, Appropriations Committee Room 120.

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

Field Test

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LEAs are making rapid progress toward completing the rating exercise needed to conclude the Field Test. At least one LEA has run all MSA-covered teachers to a final rating and has been able to vary the model to ascertain best goodness-of-fit.

In collaboration with TPE, two other interesting models have been tested: a 10%/10% split which was raised as a consideration by MSEA; and a grade-level-index model considered by at least one LEA. These data will be shared with all LEAs at the April LEA TPE Field Test meeting.

M-TAI continues to perform very well as reported to TPE. TPE has run a preliminary test of a second iteration which makes small but purposeful improvements. A preliminary assessment of this model is highly encouraging.

The Independent Field Test Monitor has completed the site visits and shared preliminary findings with the MSDE RTTT Core Team. Presentations will follow at the MSEB meeting on Tuesday, April 23; at the LEA Field Test meeting on April 30; and at the PSSAM meeting in May, at which time superintendents will also receive their LEA-specific reports.

Collaboration with MACC@WestEd continues. A survey of the Field Test has been finalized and will go live on May 6 after superintendents are briefed on May 3.

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

SLOs

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Recent SLO Training: A total of approximately 135 participants attended the Phase 3 Regional SLO Training sessions. Feedback from the sessions indicated that districts appreciated the opportunity to preview the online training modules as well as the time to work in teams to begin to discuss how the modules will support district professional development efforts with regards to SLOs. The feedback from the Teachers of the Year, assistant superintendents, and Phase 3 Regional Training participants will be used to revise the modules before release to the local school systems later this spring.

SLO training was recently provided for Teacher Induction Coordinators from each LEA, Directors of Institutes of Higher Education Educational Administration Programs, and for over 200 Teachers of Promise and their mentors.

Statewide SLO Convening: A team from MSDE and local district representatives met to plan the Statewide SLO Convening, as requested by local superintendents. Although all of the details have not been finalized, the following information should be shared with the appropriate staff in each district:

- **SAVE THE DATE! The Statewide SLO Convening will be held on June 12 from 9:00 – 4:00.** This meets the superintendents' request for an early summer date and avoids conflicts with the Educator Effectiveness Academies.
- The location has not yet been determined. We are seeking a central location.
- The overall purpose of the day is to provide opportunities for MSDE staff and LEAs to share information about how they are approaching their SLO work/training in three major areas:
 - ✓ Identification of critical content
 - ✓ Selection or creation of measures and assessments relative to SLOs
 - ✓ Principal and school-wide SLOs

These topics are in response to feedback received from local school systems over the last few months.

- Based on the topics above, the target audience is executive officers (specifically staff who supervise/evaluate principals and/or the school improvement process), curriculum/content supervisors, and staff who work on assessments relative to SLOs. Depending on the site, districts may send 5 – 10 participants. We will confirm the number after the site is selected.
- Districts will be asked to share their promising practices, sample SLOs, assessment rubrics, etc. Our plan is to set up a “dropbox” repository for all of the documents that are shared. Districts that are interested in doing a brief presentation on any of the above topics should contact Linda Burgee at lburgee@msde.state.md.us.

HSA/SLOs: We are currently engaging a number of stakeholder groups to provide input on the possible options to meet the HSA/SLO requirement. Written input was received from 13 LEAs during a 'brainstorm' session at the March 21 TPE Field Test meeting at MSDE and from the three pilot field test teams. By the end of April, additional feedback will be received from the State Principals’ Advisory Meeting, the State Executive Officers’ Meeting and from an HSA/SLO workgroup consisting of teachers, principals and central office administrators. Any district wishing to submit feedback or suggestions should do so by April 30.

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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On April 23 and 24, members of the TPE Action Team made presentations at the Common Ground conference in Baltimore, focusing separately on Maryland’s principal evaluation and teacher evaluation projects. These overview sessions were very well attended and provided up-to-date feedback on the status of the State’s TPE project, a look at local evaluation models, and initial results from the Field Test. Next week, both the Principals’ Advisory Council (April 29) and the Executive Officers’ Network (April 30) will meet at MSDE. The agenda of each morning meeting is in direct response to the requests of the principals and executive officers for additional information on what to look for when observing the new Maryland Common Core State Curriculum in classrooms. This aligns to the professional practices components in TPE. Members of the Division of Instruction will present information that focuses on the content that will be shared with principals at the Educator Effectiveness Academies. Other topics will include SLO/HSA updates and information on PARCC. There is an LEA TPE Field Test meeting scheduled for the afternoon of April 30. Any executive officer wishing to stay is welcomed to attend.

Hold the Date: As mentioned in the last bulletin, the Leadership Team will provide additional opportunities for executive officers to meet together as they begin to implement the TPE process in their local school systems. Two regional sessions have been scheduled and are geared exclusively for all executive officers who work directly with principals. The Tuesday, July 9 session will be held at the Talbot County Board of Education and the Wednesday, July 10 session will be held at the Meeting House in Howard County. Both are morning sessions. Invitations will be sent out in May.

Communications

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As mentioned in Communication #14, the TPE Action Team, in collaboration with WestEd, will soon be launching a new survey to gain insight and feedback from Maryland’s districts and schools on the development and implementation of the TPE system. More information about the survey will be shared with LEA TPE contacts at the April 30 LEA TPE Field Test meeting. We ask that you please share that information with your colleagues and encourage them to participate in the survey. Hearing from Maryland’s educators, principals, administrators, local school system staff, and others in our State’s education system is essential to improving and refining the TPE system in Maryland as we all prepare for the full implementation of TPE in the 2013-2014 school year.

A great deal of engagement has or will occur during these two weeks. Special thanks go to Queen Anne's and Charles Counties for assisting in informational presentations to Towson University's School of Education. Participants received TPE information from the perspectives of the State, the Superintendent, and the local LEA levels.

In addition to the monthly TPE update for the Maryland State Board of Education, the TPE Team presented multiple sessions on SLOs, Teacher Evaluation, and Principal Evaluation at the Common Ground Conference in Baltimore. Participant feedback indicated that there is still a communication issue within some districts and that a great deal of misinformation continues to circulate. Many of the inquiries focused on questions that have been repeatedly answered in previous meetings and communications or are available in existing TPE documents. Both the State and the LEAs will need to keep this in mind as we craft year-four communications plans in response to USDE assurances. Such assurances will undoubtedly require measurable outcomes that demonstrate our effectiveness in communicating information to stakeholder audiences.

During the next week informational and professional development will be provided to the LEA teams, the Principal's Advisory Council, Executive Officers, and Superintendents.

Communication #16 will be released in the week of May 6.

Inquiries regarding communications may be directed to Laura Motel.