

Teacher and Principal Evaluation (TPE)

Communication #6

December, 17 2012

TPE Action Team

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Much has transpired since Communication #5. The Maryland Educator Effectiveness Council met on December 3 to conduct a six-month briefing. Members familiar with the work of the Council referenced the positive and collaborative nature of the meeting. Besides updating the Council on all that has occurred with TPE since June, an informational report on the School Progress Index (SPI) was provided by Mary Gable, MSDE Assistant State Superintendent for Academic Policy, and a panel discussion was conducted with four of our LEAs. Special thanks go to Kent, Carroll, Cecil, and Prince George's counties for representing the interests and perspectives of our twenty-four LEAs. Their candid, yet hopeful tones highlighted the incredible work that is being done by teachers and school leaders across the State and the progress that has been made these past two years.

Superintendents received a similar briefing on SPI on December 7, along with directions for the December 26 submissions, and clarification of the field test design going forward. Steps were taken to streamline the submission process and to insure that the critical work of the field tests can result in modifications to State and local plans prior to the end of this school year. Subsequently, submission packets were forwarded to Superintendents electronically on December 11. Completed submission packets are due at MSDE by close of business on December 26. Most significantly, Dr. Lowery shared the amendment letter that came from USDE on December 6, 2012 with Superintendents. The letter included USDE's response to the application of 20% MSA, the parameters for SLOs, the use of the SPI, the added professional practice domains for the principal evaluation, and the approved changes to MSDE's original application. District TPE teams are encouraged to review this document with their Superintendents to determine its potential impact on their local models.

To support the work of LEAs, TPE mini-grants are being developed to tailor assistance and services based on local TPE needs and interests. These mini-grants will be designed to address specific categories of need and are being crafted for flexibility and ease. We plan to have this information available by the January PSSAM meeting.

The December 20 LEA meeting will be conducted via teleconference. It will have a timed agenda so that folks may join or exit the conference as needed. The telephone number and passcode are:

Toll Free Number: (877)-988-3521

Passcode: 2553245#

Agenda: 1:30 Field Test Update: 12/26 Submissions, Outcomes & Expectations, Mini-Grants
2:00 SLOs: Follow-Up to Regional Presentations
2:45 TPE Q & A

LEAs have explicitly asked for opportunities to confer with other districts regarding the progress of their TPE plans. We are currently exploring centrally located venues for our January, February, and March meetings that will facilitate whole group and breakout group conversations. We will provide direction regarding these meetings in early January.

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

<p><u>Field Test</u></p> <p>Ben Feldman bfeldman@msde.state.md.us</p>	<p>Work on the Field Tests included reports for the Maryland Department of Information Technology and for the United States Department of Education. Engagement began with LEAs to categorize approaches to MSA scores transformation along with continued analysis of value matrix performance. Work commenced on the identification of the outcomes and expectations for the Field Test with the intent to provide the initial draft of this information by the winter break. It appears that feedback will be collected in two stages – soft data that is process oriented will be collected at the end of the local simulations and hard data that is more analytical will be collected at the end of the Field Test in May 2013. Finally, inquiries about the RFQ process have been addressed and the selection of the independent external evaluator should be completed shortly.</p> <p>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.</p>
<p><u>SLOs</u></p> <p>Linda Burgee lburgee@msde.state.md.us</p>	<p>Members of the TPE Action Team and other MSDE staff held three regional Phase 2 SLO training sessions. The focus of these trainings was quality assurance for the SLO process. A total of approximately 170 attendees from 21 school systems and MSEA participated in the training sessions. Regional participants expressed an interest in receiving additional SLO training as part the monthly LEAs meetings, which will be accommodated on December 20. A second round of internal MSDE SLO training was provided to interested staff from across divisions at MSDE. State STEM coordinators also received SLO training at their state briefing on December 7.</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 professional development team is completing a macro plan to support the LEAs as they implement their evaluation models. This plan will be structured as a differentiated model of technical assistance and professional development. Our immediate goal is to work with the Action Team to finalize the outcomes for the Field Test to share with the LEAs. The mini-grants that are being developed will supplement the facilitation of the plan and help LEAs to position themselves for full implementation in August 2013. In addition, the Teacher and Principal Instrument Draft Appendices are now both completed. These two documents provide guidance in using the State Evaluation Instruments. They will be available to LEAs as a resource to assist them in framing their thoughts and in planning their local models. The Appendices will remain in Draft form until the Field Test is completed and results from the three LEAs field testing the State Evaluation Model are obtained.</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 School Progress Index (SPI) was released during the Maryland State Board of Education meeting on Monday, December 17 and all school, system, and State data is now available on MdReportCard.org. Multiple communication products were developed to provide information and understanding about Maryland’s new accountability system, including the December 2012 issue of Maryland Classroom, a ‘Highlights of the SPI’ handout, new Frequently Asked Questions on SPI, an SPI video, and SPI talking points. These new resources, in addition to SPI PowerPoints, webinars, and other informational documents, can be found at http://www.marylandpublicschools.org/MSDE/programs/esea_flex/spi.</p> <p>Inquiries regarding communications may be directed to Laura Motel.</p>