

# Teacher and Principal Evaluation (TPE)

## Communication #8

January 14, 2013

### TPE Action Team

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The TPE Action Team begins the New Year by thanking the LEAs for their collective efforts to accelerate our work from conceptual to operational status in the eleven weeks prior to the winter break. With the submission of all twenty-four LEA TPE plans, the districts are now able to dedicate their attention and efforts to field testing and moving towards readiness for full implementation in school year 2013-2014. In an attempt to be thorough, accurate, and fair, MSDE will carefully review each plan and render a determination of acceptance or default by February. In response to Superintendents, we are crafting assurances regarding the post-Field Test re-submission and re-approval processes, along with the methodology for facilitating changes to local models. A graphic of the "Expanded Timeline for the Field Test" was provided to Superintendents (see attachment). This graphic depicts the strategies that support the TPE Plan that was submitted to USDE on January 7, 2013. The preliminary plan addresses the three basic assurances that USDE was seeking:

- That Maryland demonstrate that a comprehensive plan exists to implement TPE across twenty-four LEAs;
- That Maryland demonstrate an ability to appropriately execute the plan; and
- That Maryland demonstrate that a valid methodology will be in place to conduct a thorough analysis of the Field Tests and a process for translating findings to improve both the State model and the local models prior to and during year one of full implementation.

In response to the third bullet, MSDE is pursuing the bifurcated TPE evaluation process previously described in Communication #7. With USDE's approval, we will begin the search for a Statistical Analysis Team to conduct a full evaluation of the TPE Project in April and May. This group will work with LEAs to identify the quantitative data we will be seeking and the statistical inquiries we will be making in April and May. Concurrently, we hope to identify an External Evaluator to immediately begin the work of validating LEA Field Test fidelity and to conduct qualitative data collection and analysis in late March. As promised, initial samples of the kinds of qualitative data inquiries that MSDE will be making was shared with Superintendents at their January 4, 2013 PSSAM meeting. Following the review and critique of this preliminary submission by USDE, MSDE will respond to any correctives and clarifications that USDE requires for final approval. During the interim, LEAs will continue field testing their models and MSDE will execute the plan as depicted in the timeline.

A great deal of thought has gone into the planning of the next monthly TPE Meeting for LEA teams (see Professional Development section below). The location and the design of the agenda are in direct response to requests from Superintendents and the interest of LEA TPE Teams. The location combines central ease of access and free parking with ample space and breakout capabilities. The January 25<sup>th</sup> agenda is being crafted to inform and direct those individuals who are responsible for conducting the direct evaluation of principals and through principals, indirectly, the evaluation of teachers. While those members of local TPE Teams who have traditionally attended these meetings are encouraged to come, it is absolutely critical to the implementation interests of LEAs to have those individuals who actually evaluate and supervise principals attend. The nature of information sharing and professional engagement that will occur on January 25th will not be easily or effectively translated to others through "informational trickle down" or "trainer of others" approaches. We can accommodate several hundred participants and, in addition to your usual TPE Team, we are encouraging LEAs to send as many of the individuals who evaluate principals as possible. No pre-registration is required and participants may drop in and out according to their interest in the sessions offered and availability.

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>As of January 2, 2013, all LEAs should be actively practicing their teacher and principal evaluation models. The TPE Field Test Unit has provided some onsite visits for technical assistance and joined other system staff to work through student to teacher attribution issues. The TPE Team remains available during the next three months to visit or provide technical assistance relevant to the Field Test experience. Once authorization is obtained from USDE, the External Evaluator referenced previously will become knowledgeable about each LEA's Field Test and make arrangements to visit each LEA.</p> <p>Inquires continue around the attribution of students to teachers and the transforming of MSA measures to evaluation. Both of these topics will be explored in break-out sessions on January 25<sup>th</sup>.</p> <p>Inquiries and technical assistance 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>Phase Two SLO Training has been completed and the TPE SLO Unit has begun crafting the design of Phase Three Training. We anticipate that Phase Three sessions will focus on connecting professional development to the SLO process, internal quality assurance practices, and other areas related to implementation, including on-line webinars that are in the process of being developed. All sessions will be held from 9:00 – 12:00. LEAs are welcome to send a team of up to 6 people. Work continues on the construction of webinars to archive SLO content and to sustain the developmental capacity of future evaluators.</p> <p>The TPE SLO Unit will work with LEAs over the next three months to identify methods for incorporating HSAs into the SLO process. The experience of several LEAs that are currently using HSAs within their Field Test evaluation models will be beneficial to informing this process. To satisfy this condition from USDE and to allow LEAs time to prepare their final models, determinations and expectations regarding HSAs will need to be completed in April.</p> <p>The TPE SLO Unit is also providing on-site professional development and technical assistance to LEAs. Executive Officers received SLO specific training at their January 7<sup>th</sup> meeting at MSDE. Additional training was recently provided to assistant principals and representatives from Frostburg College in Allegany County.</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 Executive Officers' meeting on Monday, January 7<sup>th</sup> was focused on providing information on crafting principal SLOs to those who supervise principals. Since larger districts can not send all their principal supervisors to any one meeting at the same time, we will schedule multiple opportunities to offer pertinent information to them. These supervisors have expressed interest in being invited to the monthly TPE meetings when the meeting topics pertain to their specific needs – supporting principals and working directly with their schools. As a result, we have included two SLO sessions at the January 25<sup>th</sup> TPE meeting, designed to build the capacity of executive officers to support their principals. The meeting sessions will begin at 12:00 noon. We will continue to create a differentiated menu of topics at meetings whenever possible. We recognize the importance of reaching the right people, those in each LEA who are directly responsible for schools, so that we can target professional development to them.</p>

Sample Agenda Topics for the January 25<sup>th</sup> Meeting:

Transforming MSA Scores for Evaluations	Student Learning Objectives 101	Modeling Principal Evaluation
Attributing Students to Teachers	Constructing SLOs: A Sharing of Local Examples	Modeling Teacher Evaluation
Qualitative and Quantitative Field Test Data	Responding to Local Professional Development Needs	TPE: Maryland's Plan Going Forward

We will be sending additional meeting details by separate communication shortly.

Inquiries regarding the evaluative professional development skills of executive officers, principals, assistant principals, and instructional supervisors or technical assistance related to professional development may be directed to Ilene Swirnow.

Communications

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As described above, the TPE Action Team is focused on providing LEA Executive Officers with the critical information they need to be able to evaluate principals. One way the Team hopes to engage them is through direct communication. Executive Officers have been added to our external stakeholders email distribution list and we are encouraging them to attend the next TPE meeting, held on January 25<sup>th</sup> at the Meeting House in Columbia, MD.

The TPE Action Team will be representing MSDE at the National Governors' Association Conference on "Connecting Teacher and Leader Effectiveness," in Raleigh, North Carolina from January 14 - 16. Attendees will participate in a policy forum focused on measures of effective teaching, school leadership issues, and the connection between these two important aspects of school and student success.

Inquiries regarding communications or requests for technical assistance related to TPE communications may be directed to Laura Motel.