CONNECTICUT STATE DEPARTMENT OF EDUCATION

Educator Evaluation & Support 2022

September 22, 2022

CAS

8:30 – 3:30

Vision

All Connecticut educators have the opportunity for continuous learning and feedback, to develop and grow, both individually and collectively, through the educator evaluation and support system so that all Connecticut students experience growth and success.

Proposed Updated Timeline

Phase I: Adopting 2021-22 Flexibilities

Phase II: Extending *Flexibilities* to 2022-23 & Developing Updated *Guidelines* Recommendations for Implementation 2023-24

Phase III: Updated *Guidelines* Recommendations for 2023-24 Implementation

Phase IV: Full Implementation 2023-24

Phase I: Winter/Spring 2021

- Acquire 3rd Party Facilitator

- Reconvene EES 2022 (PEAC)

- Adopt Flexibilities for 2021-22; make recommendation to SBE for approval (Spring).

- Notification to LEAs/PDECs to allow for adoption/changes/ waivers for the 2021-22 Flexibilities.

- Begin discussions with EES 2022 (PEAC) regarding 2022-23 *Guidelines* Changes

Phase II: Fall/Winter 2021-22

- Continue discussions with EES 2022 (PEAC) regarding 2023-24 *Guidelines* Changes

- Seek statewide stakeholder input & feedback

Make Recommendations for SBE to adopt *Flexibilities* for 2022-23 school year – winter 2022

Phase III: Spring/Summer/Fall 2022

- -**Develop Updated *Guidelines* based on input from Council Membership & stakeholder feedback**

Present Substantive Changes to the SBE for approval Spring 2022.

- Notification to LEAs/PDECs to allow for adoption/changes/waivers for 2023-24 *Guidelines.*

- Begin conversations regarding potential legislative proposals for changes not addressed by EES 2022.

Phase IV: Develop Resources for Educators and PDECs to Support Full Implementation

- Updated Guidelines

- Updated trainings

- Updated plan submission process

ESS Council Design Process Steps

1. Background Explorations.

2. Identify and prioritize design principles.

3. Model review, selection or creation based on design principles alignment.

4. Model enhancement and final design.

5. Guideline and legislative alignment.

Today's Agenda and Objective

I. Welcome

II. Review of Committee Norms

III. Consensus Protocol Process and Parking Lot - Form Discussion Groups

IV. Design Principles for Next Generation Continuous Advancement Structures

V. Identify Components of Shared Models that align with agreed upon Design Principles

Today's Objectives:

- Establish consensus on Design Principles for Next Generation Continuous Advancement Structures

- Identify Components from Model Plans that align with agreed upon Design Principles and form consensus.

Council Member Norms

- Be present and focused (avoid incoming distractions like incoming emails, text messages, phone calls, etc.).

- Position yourself as a learner and a collaborator.

- Be open to multiple perspectives.

- Monitor your airtime and encourage others so that all voices are heard.

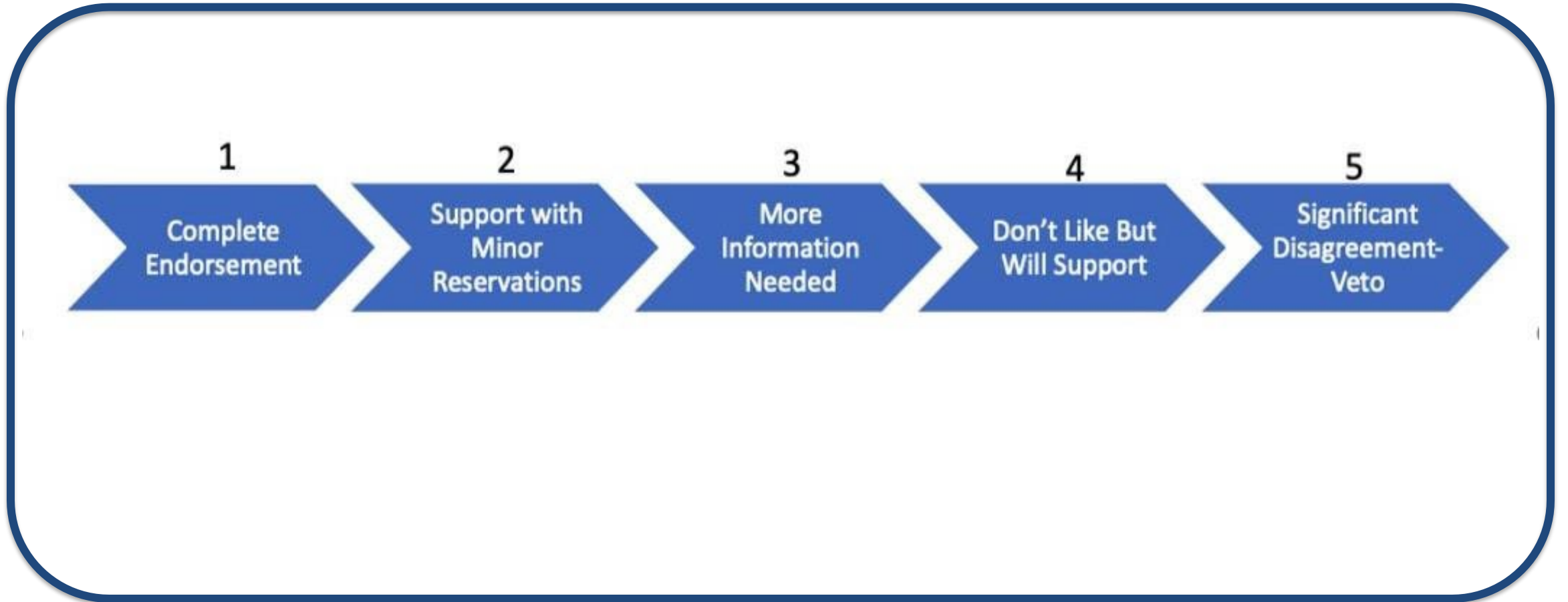- Use the parking lot for questions, thoughts, ideas that need follow-up or additional input as we meet.

Consensus Protocol

Consensus Guiding Principles

- My voice has been heard
- I understand the proposal
- It's clear to me that the will of the group has emerged around this proposal
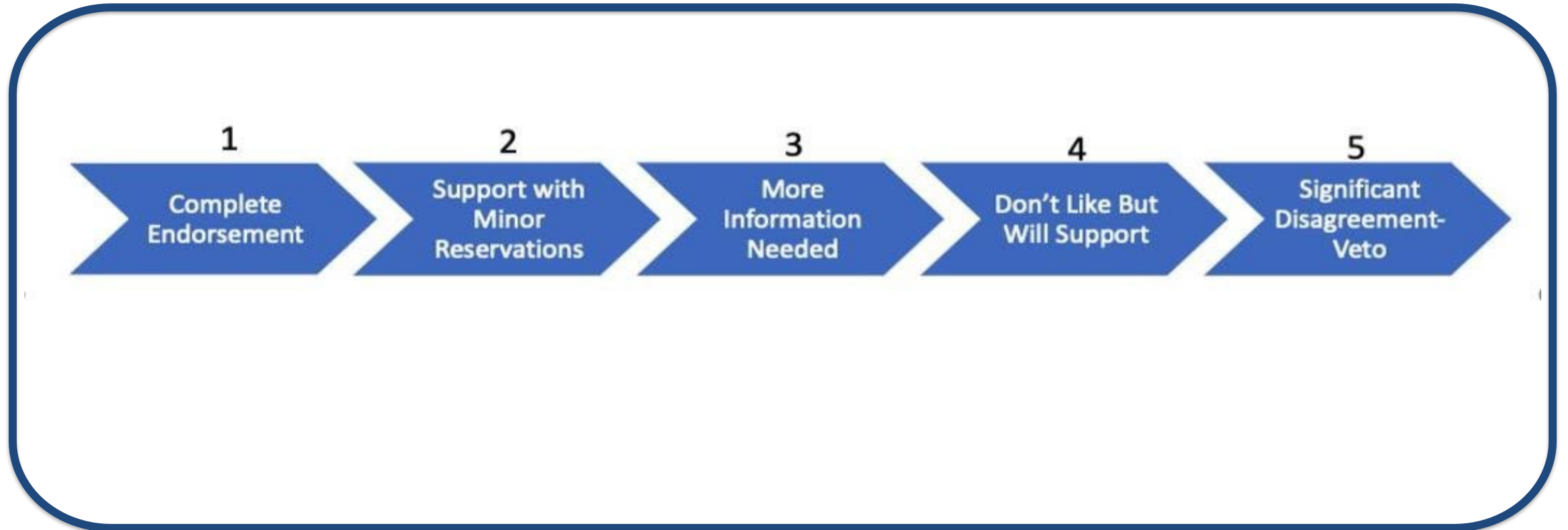
Consensus Rating

Consensus Rating Protocol

1. Discuss the meaning and intent of the design principle.
2. Consider the degree to which it was or should be included in a model design.
3. Assign it an individual Consensus rating of 1-5 (the lower the number the higher the level of agreement
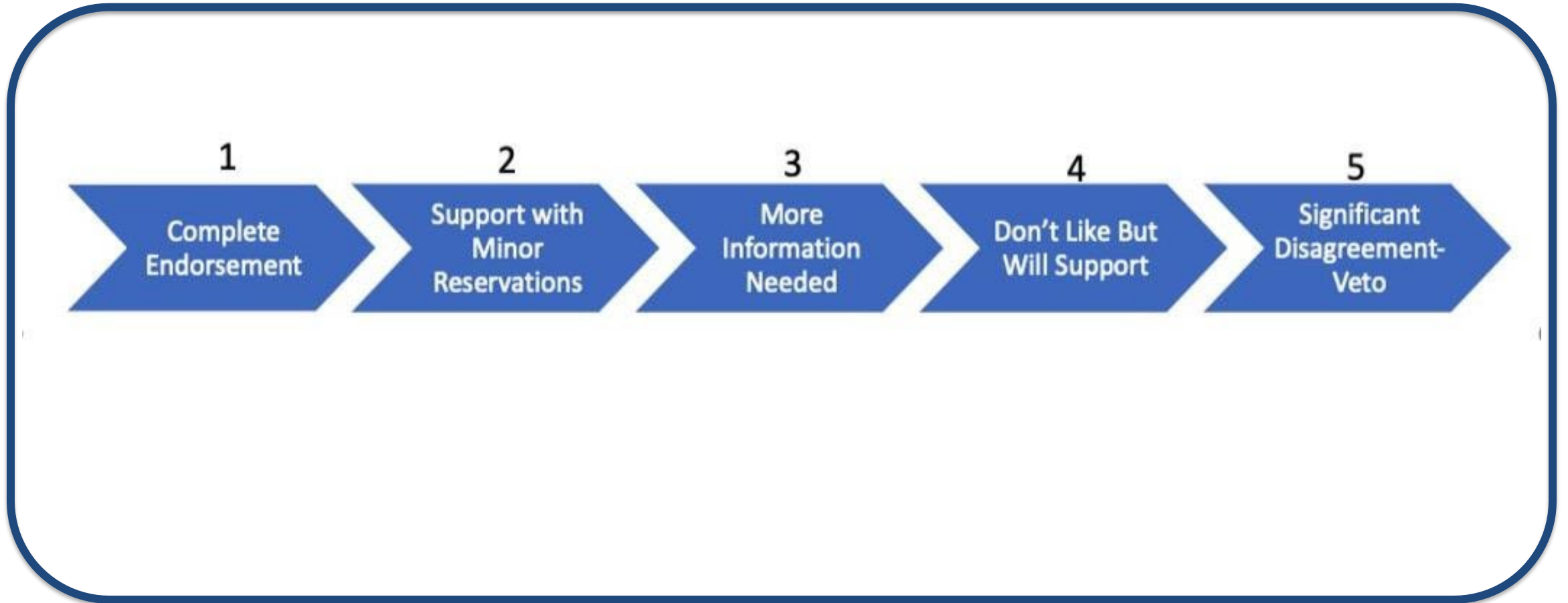4. Take a note and keep track of the principle and your rating.

The Need for Specific, Concrete, Actionable, Timely, and Accurate Feedback (Hanover Research, John Hattie)

Direct Connections Aligned to Meaningful Professional Learning Opportunities (Hanover Research)

1	2	3	4	5
Complete Endorsement	Support with Minor Reservations	More Information Needed	Don't Like But Will Support	Significant Disagreement-Veto

Use of Action Research/Teacher Driven Reflective Action (Hanover Research)

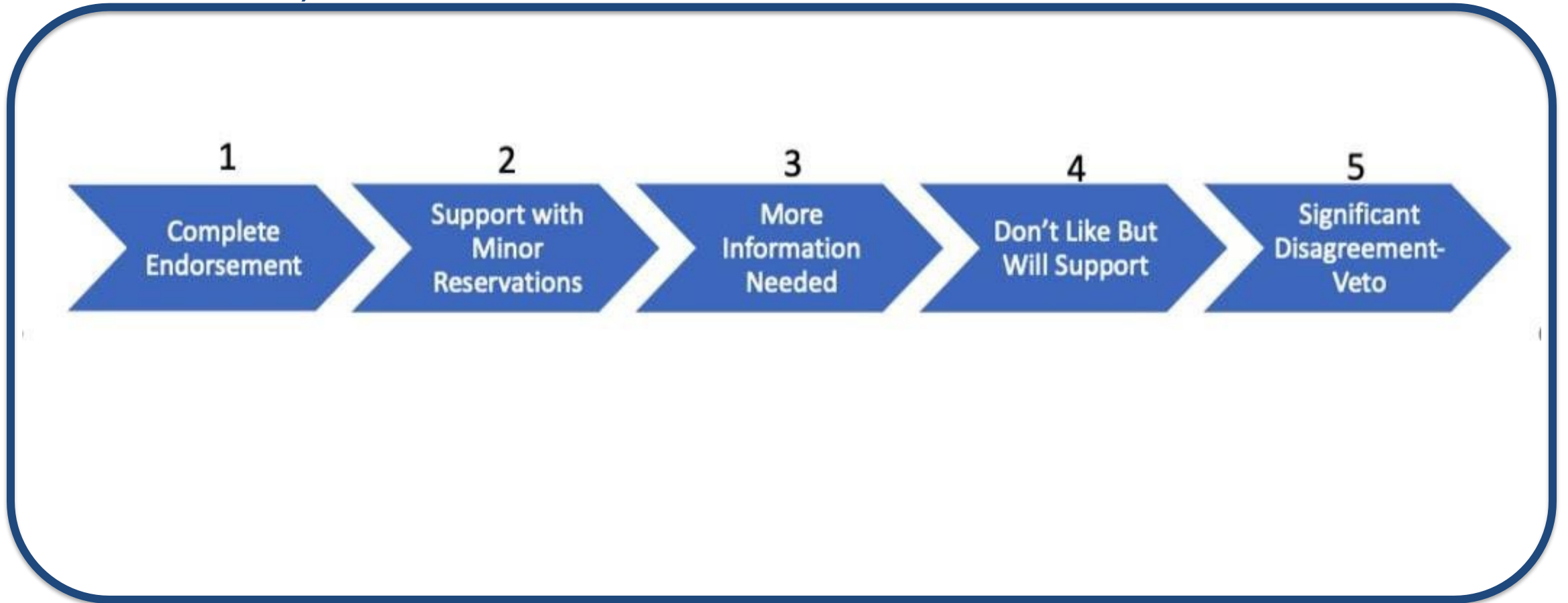# Focus on Growth and Development Driven by Educator Agency (Dr. Morgaen Donaldson)

1	2	3	4	5
Complete Endorsement	Support with Minor Reservations	More Information Needed	Don't Like But Will Support	Significant Disagreement- Veto
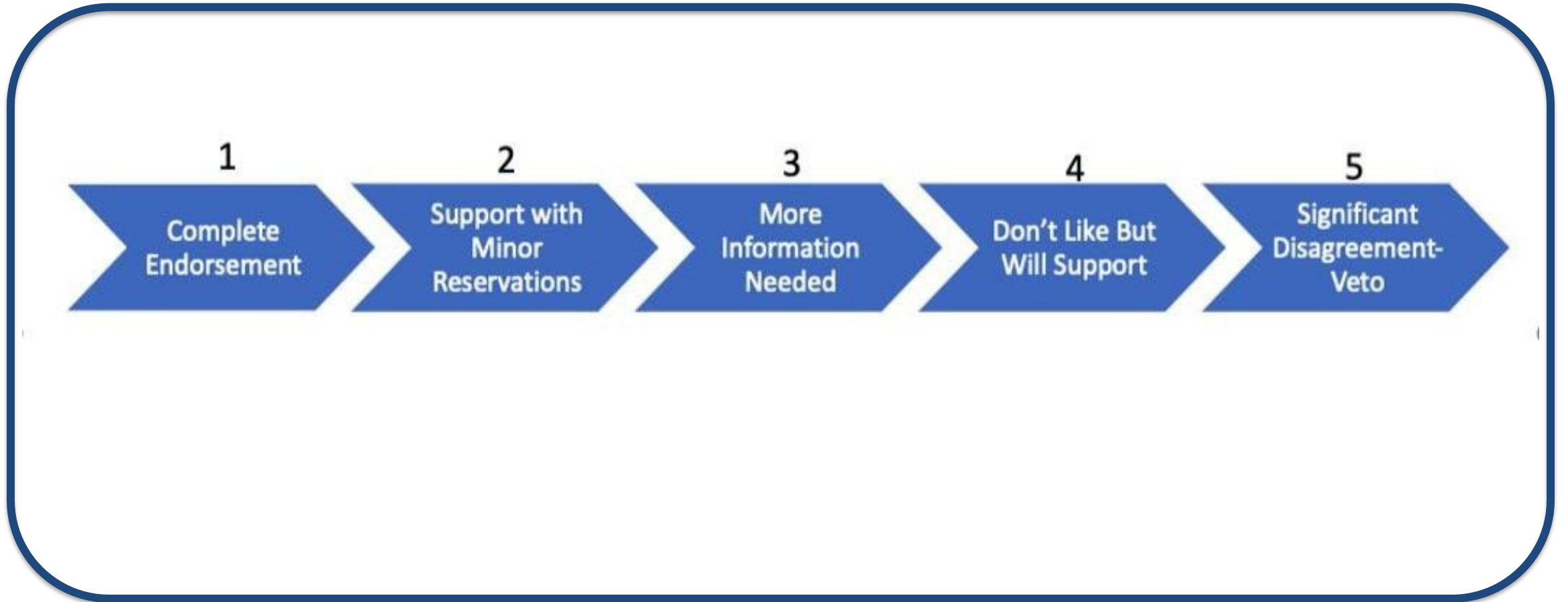
Two big ideas that work together...

Pareto - 20/80 – focus – just a few **causes** drive most of your results...
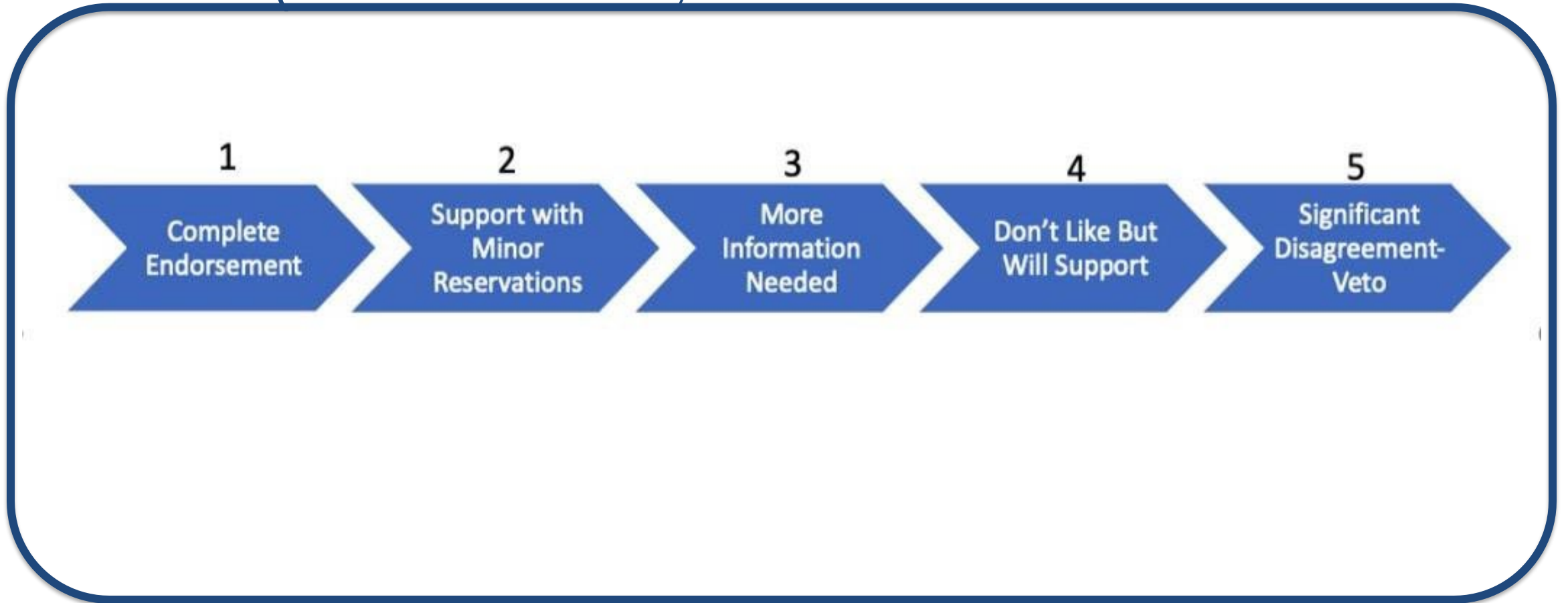
Systems - 85/15 – most of what drives the quality of those few causes is **HOW they are done**.

Aligned and Focused on things that matter – Priorities of Importance (Dr. Morgaen Donaldson & Feedback from the Field)
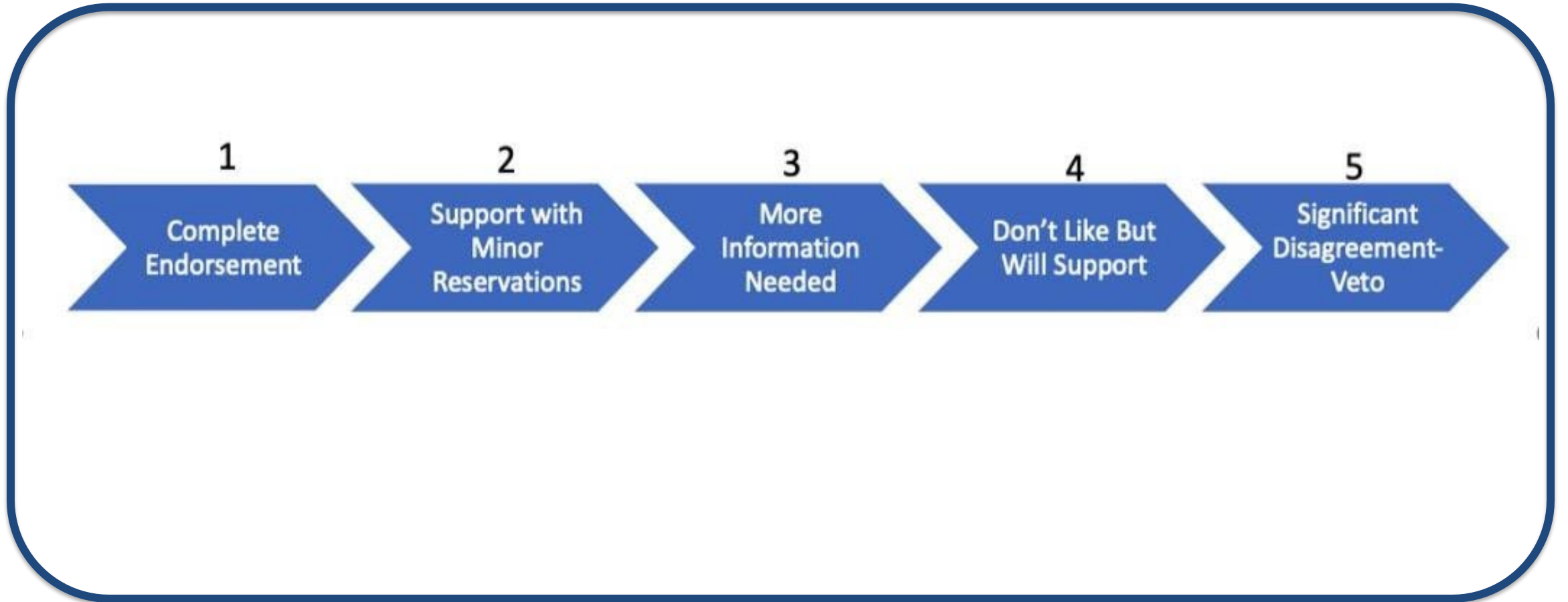
1	2	3	4	5
Complete Endorsement	Support with Minor Reservations	More Information Needed	Don't Like But Will Support	Significant Disagreement- Veto

Simplify the Process and Reduce the Burden
(Feedback from the Field)

1	2	3	4	5
Complete Endorsement	Support with Minor Reservations	More Information Needed	Don't Like But Will Support	Significant Disagreement- Veto

Allow for Differentiation (Feedback from the Field)

1. Complete Endorsement
2. Support with Minor Reservations
3. More Information Needed
4. Don't Like But Will Support
5. Significant Disagreement- Veto

Are there others?

1	2	3	4	5
Complete Endorsement	Support with Minor Reservations	More Information Needed	Don't Like But Will Support	Significant Disagreement-Veto
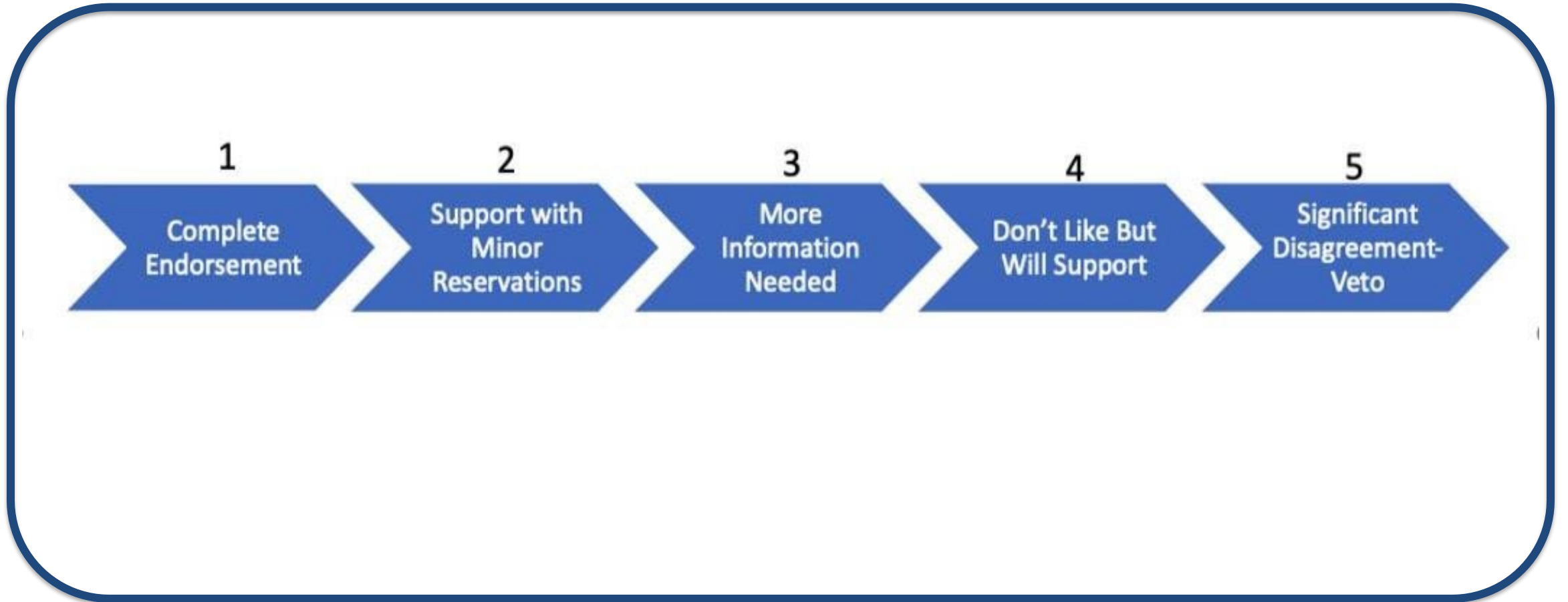
Brainstorming for Design P.
Think + Pair + Share

What other design principles should we consider?

1. Consider the source materials and your own insights. Think individually about what priority design principles you want to see included.

2. Share those ideas with a partner – between the two of you, identify 2-4 consensus priorities.

3. Share your partners lists at the table – identify a table reporter and combine the two partner lists into one unified table list of 2-4 consensus priorities.

4. Be prepared to share your table list with the entire group (one item at a time).

Think

Pair

Share

Tracking Design Principle Priorities

Go to your email and open the link to the Design Principles googlesheet- find the column that coincides with your assigned letter and enter your level of agreement/support for each principle.

The lower the combined number, the higher the consensus priority for that design principle.