



STATE OF CONNECTICUT
DEPARTMENT OF EDUCATION



TO: Superintendents of Schools
Superintendents of Unified School Districts
Directors of Public Charter Schools
Directors of Approved Private Special Education Programs
Executive Directors of Regional Educational Service Centers

FROM: Dr. Shuana K. Tucker, Chief Talent Officer
Talent Office

DATE: September 1, 2020

SUBJECT: **Adopting the Flexibilities for Implementing the CT Guidelines for Educator Evaluation 2017 (*Guidelines 2017*) and Requesting an Amendment to a Connecticut State Department of Education (CSDE) Educator Evaluation and Support Plan (EESP) for 2020-21**

Each Local Educational Agency (LEA) intending to adopt the flexibilities for implementing the *Guidelines 2017* for the 2020-21 school year, must submit an online EESP Checklist. The one-time flexibilities within the *Guidelines 2017* and Connecticut General Statutes Section 151b are intended to be adopted in its entirety, as described in [Commissioner Cardona's Superintendent Memo, August 11, 2020, Flexibilities for Implementing the CT Guidelines for Educator Evaluation 2017 for the 2020-2021 School Year](#). LEAs that choose to adopt these flexibilities must do so through the mutual-agreement process of the Professional Development and Evaluation Committee (PDEC) and the local board of education.

LEAs requesting an amendment to an existing CSDE-approved EESP for the 2020-21 school year must also submit an online EESP Checklist. The proposed amendment must align with the *Guidelines 2017*, and be developed with mutual agreement between the PDEC and the local board of education.

LEAs intending to adopt the one-time flexibilities within the *Guidelines 2017* or to submit a request for an amendment should complete the [EESP checklist](#) prior to October 1, 2020.

Contact the CSDE consultant assigned to your region to discuss questions from your PDEC.

- Sharon Fuller- sharon.fuller@ct.gov – (CES, EDADVANCE, LEARN)
- Kimberly Audet- kimberly.audet@ct.gov – (ACES, CREC, EASTCONN)

Thank you for your continued commitment to the evaluation and support of Connecticut's educators.

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SUBJECT: **Resources to Implement Flexibilities within the *CT Guidelines for Educator Evaluation 2017* for the 2020-2021 School Year**

The CT State Department of Education (CSDE), in partnership with Tepper and Flynn, LLC, will be providing guidance recommendations, and resources for implementing the flexibilities within the *Guidelines for Educator Evaluation 2017* ([Guidelines](#)) for the 2020-2021 school year, as provided by Commissioner Miguel A. Cardona on August 11, 2020. These resources will apply to in-person, hybrid, and remote/blended teaching and learning models, and will provide strategies and tools to support:

- A common understanding of effective teaching and learning within varied models, as described in CT’s *CCT Rubric for Effective Teaching*, *CCT Rubric for Effective Service Delivery*, and *Common Core of Leading: CT’s Standards for School Leaders*;
- Providing continuity and coherence of observations and reviews of practice in varied teaching and learning settings that lead to formative feedback and support;
- Developing and implementing student learning objectives that support social and emotional learning and students’ academic success; and
- Ensuring that students have equitable access to learning regardless of the teaching and learning model.

These resources are being developed in conjunction with input from the field to reflect the critical importance of social and emotional learning and well-being of students and educators during the upcoming academic year, while maintaining meaningful feedback and substantive evaluation of educators and administrators.

As districts are preparing to meet with Professional Development and Evaluation Committees (PDECs), we are sharing the timeline that these resources will be available on the [CSDE Talent Office Website](#).

Implementation Recommendations and Resources	Available on CSDE Talent Office Website
Part 1: Observation, Feedback, and Support: Teacher Performance and Practice <ul style="list-style-type: none"> • 1A: Recommendations & Strategies for Varied Teaching and Learning Models 	Early September

<ul style="list-style-type: none"> • 1B: Resources • 1C: Ongoing Embedded Professional Learning Suggestions 	
<p>Part 2: Observation, Feedback, and Support: Leader Performance and Practice</p> <ul style="list-style-type: none"> • 2A: Recommendations & Strategies for Varied Teaching and Learning Models • 2B: Resources • 2C: Ongoing Embedded Professional Learning Suggestions 	Mid-September
<p>Part 3: Student Learning Objectives</p> <ul style="list-style-type: none"> • 3A: Recommendations & Strategies for Varied Teaching and Learning Models • 3B: Resources • 3C: Ongoing Embedded Professional Learning Suggestions 	Mid-September
<p>Webinar 1 – Observation, Feedback, and Support in Varied Teaching and Learning Models</p>	End of September
<p>Webinar 2 – Development and Implementation of Student Learning Goals/Indicators to Support Social and Emotional Learning</p>	Early October

The CSDE is committed to engaging valued constituents throughout the state, including teachers, school and district leaders, Connecticut Association of Schools (CAS), Connecticut Association of Public School Superintendents (CAPSS), Regional Educational Service Centers (RESCs), and teacher and administrator unions during the 2020-2021 school year to collectively reimagine educator evaluation and support for future years.

Contact the CSDE consultant for your region to discuss questions from your PDEC.

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