



CONNECTICUT STATE DEPARTMENT OF EDUCATION

Educator Evaluation & Support 2022

September 24, 2021

10:00-11:30

Today's Agenda & Objective



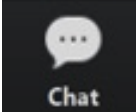
- I. Welcome Back & Introductions
- II. Overview of Summer Subcommittee Work
- III. Update on RESC Focus Groups
- IV. Considerations
- V. Next Steps

Today's Objectives:

- Review Subcommittee Work & Focus Group Process
- Review Legislative Proposal
- Prioritize Educator Practice Subcommittee Work



Webinar Housekeeping

- Share video and please turn off the camera if you need to attend to a personal matter. 
- Make sure you are in a quiet area. Limit the background noise.
- Mute your phone/device when you are not speaking. 
- Utilize the  chat box. Comments can be shared via chat as well as verbally.
- Meetings and chat box comments will be recorded and sent to all Council members after each session as well as posted to the CSDE EES 2022 Webpage.

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 chat box for comments/additional input as we meet.



Welcome & Introductions

- AACTE
- AFT-CT
- CABE
- CAPSS
- CAS
- CASA
- CEA
- CFSA
- MTR Policy Oversight
- RESC Alliance
- State Board of Education
- CSDE/Talent Office
- Learning Forward



Update on Sub-Committee Work

June – September 2021

1) Educator Practice Committee

- a) Teacher & Administrator Sub-Groups
- b) Initial focus will be recommended guidance to support flexibilities for 2021-22

2) PDEC Committee

- a) Inform the development of PDEC survey instrument
- b) Make recommendations for expanded CSDE Guidance regarding composition & role of PDECs



Updated Talent Office Page



[CT.gov Home](#) / [Department of Education](#) / [Teachers & Administrators](#) / [Talent Office](#) / [Educator Evaluation](#)

- Certification >
- Connecticut's Equity Plan >
- Contact Us >
- EdKnowledge - Collection of Strategies and Resources for Building a Diverse Educator Workforce
- Educator Evaluation >**
- Newsletter >
- Professional Learning >
- Recognition and Excellence >
- Recruitment and Hiring >
- Shortage Areas >

[Flexibilities for Implementing the Guidelines for Educator Evaluation for 2021-22, Submitting to Adopt the Flexibilities 2021-22, Submitting to Adopt Flexibilities 2021-22 or an Amendment Request](#)

[Districts: Template for Presentation on the Flexibilities for 2021-22](#)

**Educator Evaluation
Flexibilities for the
2021-2022 School Year**

**Educator Evaluation
and Support 2022
Council (EES 2022)**

Evaluator Training

Resources that align to the implementation of the Flexibilities for 2021-22

Information and resources for school and district leaders to stay up-to-date on the process to reimagine educator evaluation

Training dates, descriptions and registration

Top Links

- [Sample SLOs by Content Area](#)
- [CCT Rubric for Effective Teaching 2017](#)



Updated Talent Office Page

Educator Evaluation Flexibilities for the 2021-2022 School Year

Overview

Contact

Provided by:
Department of Education

Overview

Resource	Type	Organization	Summary	Audience	Topic
Collaborative for Academic, Social, and Emotional Learning (CASEL)	Website	CASEL	Resources to advance and implement SEL practices and policies. Includes background information for teachers and administrators on SEL.	Teachers, Administrators, Evaluators, District SEL Teams	SEL
Part 1: Observation, Feedback, and Support: Educator	Document	CSDE and Tepper & Flynn	Specific to teacher evaluation. Summary of the evaluation	Teachers, Administrators, Evaluators, Assistant Superintendent/Central Office support	Evaluation Implementation



The Connecticut State Department of Education (CSDE) is interested in hearing from the members of Professional Development and Evaluation Committees (PDEC) and learning more about their perspective.

Section 1: Functionality

Directions: Please indicate the level of your agreement with the statements below.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
1. Our PDEC members work collaboratively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Our PDEC membership has broad representation of stakeholders including but not limited to educators, service providers, building leaders, central office leadership and	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Focus Groups

RESC Alliance Facilitation, Data Collection, Reporting

RESC	Date and Time	Targeted Audience
ACES	11/3 3:30-4:30	Approved Private Special Education Schools
CES	11/9 4:00-5:00	Student Services
CREC	11/17 3:30-4:30	Building Level Admin
EASTCONN	10/26 4:00 - 5:00	Central Office Admin
EdAdvance	10/25 3:30 - 4:30	Teachers
LEARN	TBD	Teachers



Legislative Proposal

- Update dates
- Remove references to the specific number of performance evaluation designators
- Allow for methods for assessing students to be focused on growth and development, not specific to academic growth and development



Consensus Protocol

Consensus asks all participants to consider and eventually affirm the following three guiding principles:

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

Gradients of Agreement



Zoom Poll (Anonymous)

- After reading and learning about the legislative proposal today, I believe I:
 - Can completely support and recommend the proposal
 - Support and recommend the proposal knowing I have minor reservations
 - Need more information to make an informed decision
 - Don't agree with the proposal but will recommend knowing it needs future revisions
 - Cannot recommend the proposal

For EES 2022 Consideration

- Expand work of EES 2022 & updating Guidelines through Winter 2022.
- Make recommendations to SBE for revised Guidelines for Educator Evaluation in Winter/Spring 2022.
- Provide option for districts to continue using the current Flexibilities for 2022-23 while EES 2022 and CSDE develop materials and training for full implementation of updated Guidelines in 2023-24.



Proposed Updated Timeline

Phase I: Adopting 2021-22 Flexibilities & Extending to 2022-23

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: Updated *Guidelines* Recommendations for Implementation 2023-24

Phase II: Spring/Summer/Fall/Winter 2021-22

- Continue discussions with EES 2022 (PEAC) regarding 2022-23 *Guidelines* Changes
- Seek statewide stakeholder input & feedback
- Present Changes to the SBE for approval Fall.
- Notification to LEAs/PDECs to allow for adoption/changes/waivers for 2022-23 *Guidelines*.
- Begin conversations regarding potential legislative proposals

Phase III: Legislative Proposals for 2022 Session

Phase III: Summer/Fall 2021

- Continue discussions with EES 2022 (PEAC) regarding substantive changes to guidelines that would require legislative proposals
- Convene stakeholders for comments & feedback
- Proposals prepared for Winter 2021

Phase IV: Full Implementation 2023-24

Phase IV: 2022-23 School Year

- Develop Resources for Educators and PDECs to Support Full Implementation
- Updated Guidelines
- Updated trainings
- Updated plan submission process
- **Full implementation of Guidelines for Educator Evaluation**



Zoom Poll (Anonymous)

- After reading and learning about the revised timeline for the evaluation guidelines and flexibilities, I believe I:
 - Can completely support and recommend the revised timeline
 - Support and recommend the revised timeline knowing I have minor reservations
 - Need more information to make an informed decision
 - Don't agree with the revised timeline but will recommend knowing it needs future revisions
 - Cannot recommend the revised timeline

Phase 2: Purview of EES 2022

Guidelines Topic or Component	Required by CT General Statutes	Can EES 2022 Make Guideline Changes and Recommend to SBE?
Most Common Inquiries		
Number of Formal/Informal Observations *Statutes state there needs to be a “minimum requirement for Teacher Evaluation Instrument and Procedures”	No	Yes
Summative Evaluation and Ratings	Yes C.G.S. 10-151b(a)	No
4 Performance Ratings (Exemplary, Proficient, Developing, Below Standard)	Yes C.G.S. 10-151b(c)	No
Components & Weightings 40%, 45%, 10%, 5%	No	Yes
Use of Multiple Indicators of Student Academic Growth and Development	Yes C.G.S. 10-151b(c)	Yes



Prioritizing Our Focus

A. Re-assess Four Performance Ratings (Short/Long Term)

(MTR Policy Oversight, CAS, CAPSS, CEA, AFT, CASA)

B. Re-structure Evaluation Component Weighting Percentages

(RESC Alliance, CFSA, CABE, CAPSS, CEA, AFT, CASA)

C. Informal vs. Formal Observation/Site-Visit Protocols

(MTR Policy Oversight, CASA, RESC Alliance, CFSA, CAS, CABE, CAPSS, CEA, AFT)

D. Re-defining Multiple Measures of Academic Growth & Development (Short/Long)

(CASA, MTR Policy Oversight, AFT, CEA, RESC Alliance, CAS, CFSA, CAPSS, CABE)

E. Updated Guidelines on Professional Learning & Role/Composition of PDEC

(CEA, AFT, RESC Alliance, CAPSS, CABE)



Which Two Topics Should be Addressed **First** in the Sub-Committee Meetings in October and November?

A. Re-assess Four Performance Ratings (Short/Long Term)

(MTR Policy Oversight, CAS, CAPSS, CEA, AFT, CASA)

B. Re-structure Evaluation Component Weighting Percentages

(RESC Alliance, CFSA, CABE, CAPSS, CEA, AFT, CASA)

C. Informal vs. Formal Observation/Site-Visit Protocols

(MTR Policy Oversight, CASA, RESC Alliance, CFSA, CAS, CABE, CAPSS, CEA, AFT)

D. Re-defining Multiple Measures of Academic Growth & Development (Short/Long)

(CASA, MTR Policy Oversight, AFT, CEA, RESC Alliance, CAS, CFSA, CAPSS, CABE)

E. Updated Guidelines on Professional Learning & Role/Composition of PDEC

(CEA, AFT, RESC Alliance, CAPSS, CABE)

Next Steps & Upcoming Meetings

A subsequent email will outline sub-committee work for the Fall and request Council members. All responses will be directed towards Kimberly Audet (kimberly.audet@ct.gov).

Upcoming Meetings

Sub-Committee Work is TBD

EES 2022 Council will look to reconvene in December

