



CONNECTICUT STATE DEPARTMENT OF EDUCATION

Educator Evaluation & Support 2022

May 11, 2021

10:30-12:00

Today's Agenda & Objective



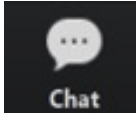
- I. Welcome Back
- II. Phase I: Recommendations of Flexibilities for 2021-22 School Year
 - a. Review of 2nd DRAFT
 - b. Consensus Process
 - c. Recommendations on Draft Flexibilities
 - d. Needs Assessments for Resources
- III. Prioritized Focus Areas for PHASE II
- IV. Next Steps

Today's Objectives:

- Find consensus on EES Council recommendations to the CSDE for proposed flexibilities for Educator Evaluation & Support 2021-22.
- Prioritize Focus Areas for PHASE II of our 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.



Highlights of Proposed *DRAFT* Flexibilities

Student Learning Indicators (45%)

- Expanded guidance around Indicators and Measures of Accomplishment (#1)
- Inclusion of Key Definitions (#2)
- Language regarding one SLO (#3)

Further Dialogue Required:

- One SLO w/minimum of two indicators **OR** Minimum of One SLO w/two indicators
- Any reservations or concerns?



Highlights of Proposed *DRAFT* Flexibilities

Observation Protocols

- Alignment w/current practices highlighted within existing CSDE-approved Rubrics
- Inclusion of Key Definitions including informal observations & non-classroom based educators (#4)

Further Dialogue Required:

- Any reservations or concerns?



Highlights of Proposed *DRAFT* Flexibilities

Whole-School Student Learning Indicators/Teacher Effectiveness Outcomes (5%)

- Proposed flexibility allows for additional focus on educators' professional practice and/or allows for the better alignment of professional learning to support a school-wide areas of focus.

Further Dialogue Required:

- Any reservations or concerns?



Highlights of Proposed *DRAFT* Flexibilities

4-Level Matrix Rating System

- Holistic review of evidence across each component (#5)
- Sample Summative Form Templates included to highlight user-friendly approaches to determining summative ratings

Further Dialogue Required:

- Any reservations or concerns?



Consensus Protocol

It's often good to start with what consensus is not: Consensus isn't voting. A majority isn't enough to declare victory and move on; what matters is the will of the entire group. Because of this, true consensus means there aren't winners and losers. Instead, 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 hearing the updated draft flexibilities today, I believe I:
 - Can completely support and recommend them
 - Support and recommend them knowing I have minor reservations
 - Need more information to make an informed decision
 - Don't agree with them but will recommend knowing they need future revisions
 - Cannot recommend them



Needs Assessment

What additional resources will district leaders, evaluators and educators need to implement 2021-22 Flexibilities?



Feedback Parking Lots



Short Term Parking – PHASE II & Long Term Parking – PHASE III

- **Re-assess Four Performance Ratings (Short/Long Term)**
(MTR Policy Oversight, CAS, CAPSS, CEA, AFT, CASA)
- **Re-structure Evaluation Component Weighting Percentages**
(RESC Alliance, CFSA, CABE, CAPSS, CEA, AFT, CASA)
- **Informal vs. Formal Observation Protocols**
(MTR Policy Oversight, CASA, RESC Alliance, CFSA, CAS, CABE, CAPSS, CEA, AFT)
- **Re-defining Multiple Measures of Academic Growth & Development (Short/Long)**
(CASA, MTR Policy Oversight, AFT, CEA, RESC Alliance, CAS, CFSA, CAPSS, CABE)
- **Updated Guidelines on Professional Learning & Role/Composition of PDEC**
(CEA, AFT, RESC Alliance, CAPSS, CABE)



Next Steps & Upcoming Meeting

- FINAL DRAFT Recommendations incorporating today's feedback will be shared
 - Delegates must submit rating w/final thoughts by Friday, May 14th:
Kimberly Audet (kimberly.audet@ct.gov)
- Some organizations have requested allowing a non-participating organizational guests to attend EES 2022 meetings – We will ask each organization to submit a name/contact for consideration.
- On May 25th we will seek input on plan for wider stakeholder engagement & outline sub-committee work.

Upcoming Meeting

Tuesday, May 25th, 10:30 a.m. – 12:00 p.m.

