



CONNECTICUT STATE DEPARTMENT OF EDUCATION

# **Educator Evaluation & Support 2022**

**May 25, 2021**

**10:30-12:00**

# Today's Agenda & Objective



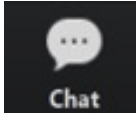
- I. Thank You & Congratulations
- II. Next Steps w/Draft
- III. Preparing for Phase II
  - a. Review Proposed Stakeholder Process
  - b. Identify Prioritized Focus Areas
  - c. Determine Sub-Committee Topics
- IV. Next Steps

## Today's Objectives:

- Review Proposed Stakeholder Process;
- Identify Prioritized Focus Areas; and
- Determine Sub-Committee Topics.



# 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.



# Stakeholder Engagement

## Phase I: Adopting 2021-22 Flexibilities

### 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 2022-23

### Phase II: Spring/Summer 2021

- 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

### 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



# Stakeholder Engagement

June – September 2021

- I. Professional Development & Evaluation Committee (PDEC) Survey
  - a) Agreed Upon Universal Survey Instrument
  - b) Original PEAC PDEC Survey Tool is a starting point for discussion
- II. RESC Sponsored & Educator Co-Facilitated Regional Forums
  - a) Consistent forum format & reporting process will be utilized
- III. CSDE Bureau Specific & Optional EES 2022 Council Organizations Focus Groups
  - a) RESC forum format & reporting process will be mirrored



# Stakeholder Engagement Protocol

## Purpose

To seek a diverse array of statewide stakeholder input and feedback through regional forums and focus groups to inform recommendations for the updated 2022-23 Evaluation Guidelines.

## Structure

- Consistent session time (usually 1 hour) for RESC Sponsored & Educator Co-Facilitated Regional Forums and CSDE Focus Groups
- Fixed set of 8-10 open-ended questions designed to elicit maximum participant engagement and feedback
- Multiple and divergent opinions are encouraged and valued but only one participant speaks at a time with no interruptions
- All feedback will be written down and recorded. All feedback recorded is strictly confidential and the names of participants will not be used in any reporting by CSDE.



# Stakeholder Engagement Protocol

## Example Questions

1. Which evaluation component(s) has positively impacted your teaching/leadership practices and why? Which component(s) has been the most challenging and why?
2. What components of the evaluation model should be prioritized and revised for the updated 2022-23 Guidelines? Probes: Four performance ratings, evaluation component weighting percentages, informal and formal observation protocols, redefining multiple measures of academic growth, and updating guidelines for professional learning and PDEC role.
3. Of all the topics we've discussed today, what would you say is the most important message you want to share about educator evaluation?





# 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)



# 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

## 3) ???



# Next Steps & Upcoming Meetings

- A subsequent email will outline Sub-Committee Work and request Council members to choose their focus. All responses will be directed towards Kimberly Audet ([kimberly.audet@ct.gov](mailto:kimberly.audet@ct.gov))

## Upcoming Meetings

Sub-Committee Work is TBD

EES 2022 Council will look to reconvene in September

