

West Hartford Public School District

Agenda Item: West Hartford Teacher Evaluation and Development Pilot Program and the Administrator Evaluation and Development Pilot Program

Meeting Date: December 17, 2013

From: Nancy DePalma, Assistant Superintendent for Curriculum, Instruction and Assessment
Rick Ledwith, Executive Director of Human Resources

Through: Karen L. List, Superintendent

Recommendation: THAT the Board of Education in accordance with state law, adopt the CSDE approved version of the West Hartford Teacher Evaluation and Development Pilot Program and the Administrator Evaluation and Development Pilot Program with amendments.

Background:

As a result of Public Act 12-116, *An Act Concerning Education Reform*, the design and implementation of a new system for **educator** and **administrator** evaluation and support was mandated. The Teacher Evaluation Review and Advisory Committee (TRAC) worked collaboratively throughout last year with the support of ReVision Learning Partnership and its Executive Director, Patrick Flynn, to undertake the development of West Hartford's Teacher Evaluation and Development Pilot Program. The redesign of the Administrator Evaluation and Development Pilot Program was undertaken concurrently under the direction of Dr. Maureen Lantner. Dr. Lantner served as facilitator to a group of West Hartford administrators who were equally committed to producing an administrator evaluation plan that closely mirrored that of the teachers. Each of these plans closely aligns with the SDE's System for Educator Evaluation and Development (SEED) and exceeds the core requirements set forth by the CSDE. Both plans were submitted for approval to the Connecticut State Department of Education (CSDE) in April 2013, along with a request for a two-year implementation timeline. This timeline would have allowed for a strong focus on the teacher/administrator performance and practice and parent feedback components in year one, and the implementation of student learning measures and student feedback in year two. The submission of these plans to the State was followed by our formal request for a waiver in June 2013 to allow for the two-year implementation timeline.

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As a result of the denial of our waiver, some adjustments have been made to specific elements within each plan and to the timeline guidelines **for this year only** to reflect alignment to changes in the State's SEED document, and to support a thorough induction process that allows our teachers and administrators to learn this process fully. On September 30, 2013 we were notified that given the state's request for federal flexibility with regard to state tests we could amend our plan and not include state test data in the 2013-14 school year as long as we use locally determined measures for the full 45% of Student Learning Outcomes (SLOs). These amendments were communicated to the State on November 1, 2013.

Starting in late June 2013, our district teachers and administrators participated in induction activities related to West Hartford's new teacher and administrator evaluation systems. This included 36 hours of training for administrators facilitated by Patrick Flynn focused on understanding the district rubric, evaluator calibration, understanding one's leadership style, objective setting, and teacher support and feedback. Administrators also received two hours of training from the Netchemia support staff related specifically to the TalentEd Perform electronic teacher/administrator evaluation management system.

Teachers received their orientation to the new plan at the building and department level. Principals and department supervisors provided overviews to their respective staffs and structured work sessions to guide their teachers in understanding the Instructional Framework, setting objectives, establishing student learning outcomes, and learning the TalentEd system.

Administrator evaluation workshops and support sessions facilitated by Dr. Lantner and members of the Administrative Evaluation committee concentrated on helping our leaders understand the CT Leader Evaluation Rubric, establish focus areas, create survey targets and identify student learning outcomes.

Additional support for teachers and administrators will be ongoing throughout the year, along with opportunities for each group to provide feedback on these pilot plans. Both plans will be revised and resubmitted to State in the late spring.

Nancy DePalma, Rick Ledwith, Natalie Simpson and Maureen Lantner will be available for questions.