



STATE OF CONNECTICUT
STATE DEPARTMENT OF EDUCATION



TO: Superintendents

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SUBJECT: Requirements for Evaluator Training and Demonstrated Proficiency in Connecticut's Teacher Evaluation and Support Model and Update on BloomBoard

Greetings!

As the new school year is upon us and students are heading back to the classroom, educators across the state are prepared to implement the new educator evaluation and support system and transition to Common Core State Standards. While the implementation of these initiatives will present challenges, they also hold the promise of supporting continuous improvement in educator practice and in raising student achievement.

Updates featured in this newsletter include:

- Requirements for Evaluator Training and Demonstration of Proficiency in Connecticut's Teacher Evaluation and Support Model
- State-Supported Proficiency Results
- Teacher Evaluation and Support Overview for Superintendents
- Update on BloomBoard Data Management System and Professional Learning Credits

Requirements for Evaluator Training and Demonstration of Proficiency in Connecticut's Teacher Evaluation and Support Model

In accordance with the Connecticut Guidelines for Educator Evaluation (June 2012), local boards of education are required to provide **training** for each evaluator, including complementary observers, if applicable, who will implement the new educator evaluation and support system *before* the evaluation process begins. It is the CSDE's interpretation that the evaluation process begins with the goal-setting process as prescribed in the Guidelines. The CSDE, in collaboration with the RESC Alliance and Teaching Learning Solutions (TLS), is providing training for evaluators of teachers focused on observation using the *Common Core of Teaching (CCT) Rubric for Effective Teaching (2013)* as the instrument for collecting evidence about teacher practice and performance. The training is designed to prepare evaluators in the use of the new *CCT Rubric for Effective Teaching (2013)* which has been adopted as the state rubric and is included in the state model, SEED. The rubric is designed to provide a common foundation for observation of practice and performance across all districts in the state since the Guidelines require that all rubrics must align to the CCT.

The state-sponsored five-day training is provided at no cost to districts. The training is completely optional as districts may choose to provide their own in-district training. In addition to training, the Guidelines require individual districts to ensure that all evaluators demonstrate **proficiency** in the observation of practice and performance in using a state-approved standards-based rubric that aligns to the CCT. The state-sponsored training concludes with a final proficiency exercise where evaluators have the opportunity to demonstrate their proficiency. As with the training, completion of the state-sponsored proficiency exercise is **not** required; it is just one way in which districts can assess initial proficiency of their evaluators. For those who do not complete the state-sponsored proficiency exercise, the local district must have an alternate process in place to assess proficiency of all evaluators.

As the Guidelines also require local or regional boards of education to provide opportunities for **ongoing calibration** of evaluators, districts should engage evaluators in activities throughout the year to calibrate their judgments against those of their colleagues in order to ensure inter-rater reliability and ongoing proficiency.

State-Supported Proficiency Results

Results from the state-sponsored proficiency exercise are emailed directly to the individual evaluator. District superintendents may require evaluators to provide a copy of their results in order to document that all district evaluators are proficient in conducting evaluations. Individuals receive a full comprehensive report. Teaching Learning Solutions, the vendor that administers the proficiency exercise, will also make available to each individual a certificate that states whether or not an evaluator met the requirements for proficiency.

Teacher Evaluation and Support Overview for Superintendents

Many superintendents have expressed an interest in attending an overview on Connecticut's teacher evaluation and support model. In response to this request, the CSDE is offering a training session, specifically for superintendents, on the teacher model. This day-long session will include a general overview of the educator evaluation and support system, a close look at the process of setting Student Learning Objectives (SLOs) and Indicators of Academic Growth and Development (IAGDs) in relation to district and school goals, and an overall exploration of the *CCT Rubric for Effective Teaching (2013)*. The intention of this one day overview is to provide superintendents with sufficient information on the teacher evaluation and support model to enable them to engage in conversations with their principals and possibly observe teachers, when appropriate (though not likely as primary evaluators). Please note: this session will not include a proficiency exercise.

One-day overview sessions on Connecticut's teacher evaluation and support model are scheduled for September 23, 24, 25 and October 1, 2, 3 at CAS in Cheshire, Connecticut. Superintendents may register for this training on the CAS website at: <http://www.casciac.org/scripts/calendar.cgi>.

Update on BloomBoard Data Management System and Professional Learning Credits

While the August 31st deadline to opt into the professional learning credits within the BloomBoard marketplace for the 2013-14 academic year has passed, districts who are still interested in the data management platform may still be eligible to opt in. The CSDE has been working closely with BloomBoard in order to configure the final administrator model platform, as well as the goal-setting templates for teachers. We recognize that districts are anxious to access these resources, and we appreciate your patience as BloomBoard aims to put forward a high-quality deliverable. Functionality is now available to those districts that have been configured within the system.

Given these updates, BloomBoard continues to expand its training program to include a larger number of in-person and web-based offerings throughout the coming months. These trainings are available across a wide range of times and locations and will be available at no cost to districts.

The complete list of up-to-date BloomBoard trainings and information on registration is available at: <http://www.bloomboard.com/cttraining>. This site will be updated regularly based upon demand, so be sure to check back often.

If you have questions or suggestions related to BloomBoard, please contact Shannon Marimón, CSDE Talent Office, via email at shannon.marimon@ct.gov or by phone at 860-713-6816 or contact your BloomBoard Account Manager directly.

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