



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION

MAR 21 2013

The Honorable Chris L. Nicastro
Commissioner of Education
Department of Elementary and Secondary Education
P.O. Box 480
Jefferson City, MO 65102

Dear Commissioner Nicastro: *Chris*

I am writing to inform you of the outcome of the U.S. Department of Education's (ED's) review of Missouri's guidelines for teacher and principal evaluation and support systems. During the week of July 16, 2012, two peer experts reviewed Missouri's guidelines and the corresponding changes to Principle 3 of Missouri's request. ED staff also reviewed Missouri's submission, and both the peers and ED provided feedback to Missouri regarding its submission.

Based on the review of Missouri's guidelines, the corresponding changes to Principle 3 of its ESEA flexibility request, and the information Missouri submitted on November 19, 2012, in response to peer and ED feedback, it is determined that Missouri has not yet adopted guidelines for teacher and principal evaluation and support systems that meet all requirements of ESEA flexibility.

In particular, Missouri has not yet determined how it will ensure the continual improvement of educators of English learners and students with disabilities, nor finalized its educator performance levels or measures of growth in non-tested grades and subjects. This is especially true until the conclusion of a 2012-2013 pilot of growth measures for English Learners and students with disabilities. However, ED has also determined that Missouri is able to fully meet ESEA flexibility Principle 3 in the 2012-2013 school year, while it pilots several components of its model educator evaluator system. This will enable the SEA to submit guidelines that meet all requirements of ESEA flexibility following the end of the 2012-2013 school year and will enable districts to pilot evaluation and support systems consistent with those guidelines no later than the 2013-2014 school year.

To maintain its approval to implement ESEA flexibility through the end of the 2013-2014 school year, Missouri must submit to ED for review and approval an amended request incorporating its final guidelines for teacher and principal evaluation and support systems consistent with all requirements for these systems under Principle 3 of ESEA flexibility. ED will provide you with additional information regarding this review in the coming months.

Should Missouri wish to make any additional changes that affect its implementation of ESEA flexibility, it may need to amend its approved ESEA flexibility request. If you have any questions regarding the amendment process or anything else related to the SEA's implementation of ESEA flexibility, please contact Dave English at (202) 260-2201 or dave.english@ed.gov.

A copy of Missouri's Principle 3 submission, including its current draft guidelines for teacher and principal evaluation and support systems, will be posted on ED's Web site at: <http://www.ed.gov/esea/flexibility/requests>.

I look forward to Missouri's continued progress in fully implementing ESEA flexibility and to continuing to support the State as you work to improve the quality of instruction and academic achievement for all students in Missouri. Thank you for your commitment to all students in Missouri.

Sincerely,

A large black rectangular redaction box covers the signature of the Assistant Secretary.

Assistant Secretary
Office of Elementary and Secondary Education

cc: Margie Vandeven, Assistant Commissioner