



UNITED STATES DEPARTMENT OF EDUCATION

OFFICE OF ELEMENTARY AND SECONDARY EDUCATION

DEC 22 2014

The Honorable Michael J. Martirano
West Virginia Superintendent of Education
West Virginia Department of Education
1900 Kanawha Boulevard East
Charleston, WV 25305

Dear Superintendent Martirano:

Thank you for submitting West Virginia's guidelines for teacher and principal evaluation and support systems, as well as the corresponding changes to Principle 3 of your ESEA flexibility request, for peer review. On October 14 and 15, 2014, two expert peers reviewed West Virginia's guidelines and the corresponding changes to Principle 3 of West Virginia's request. Staff from the U.S. Department of Education (ED) also reviewed West Virginia's submission.

During that review, the expert peers provided comments in the form of Peer Panel Notes to inform my decision regarding West Virginia's guidelines. The Peer Panel Notes, a copy of which is enclosed with this letter, identify strengths of West Virginia's Principle 3 submission and revisions that may be needed to meet Principle 3; they also provide technical assistance suggestions.

Based on the review of West Virginia's guidelines and taking into account the feedback from the expert peers, I have determined that West Virginia has not yet adopted guidelines for teacher and principal evaluation and support systems that meet all requirements of ESEA flexibility.

The enclosed list provides details regarding concerns raised in the review of West Virginia's Principle 3 submission that must be addressed before I can approve West Virginia's guidelines for teacher and principal evaluation and support systems. In addition, I encourage West Virginia's to consider all of the peers' comments and technical assistance suggestions in making revisions. If West Virginia chooses to renew its ESEA flexibility request, West Virginia must submit to ED through the renewal process 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 and consistent with the renewal requirements pertaining to Principle 3 described in the document titled *ESEA Flexibility Guidance for Renewal Process* (Nov. 13, 2014). Renewal request submissions are due no later than March 31, 2015.

In addition to modifying its guidelines to address the issues raised during peer review, West Virginia may wish to make other changes as a result of its ongoing development and piloting of its teacher and principal evaluation and support systems. If West Virginia wishes to make any

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additional changes through the renewal process, it should ensure that those changes are consistent with Principle 3 of ESEA flexibility.

ED remains committed to working with West Virginia on your request for ESEA flexibility. ED staff will reach out to West Virginia to set up a call soon to provide clarification of the concerns on the enclosed list and technical assistance that may be useful as you revise and refine your Principal 3 submission in anticipation of renewal. I also strongly encourage West Virginia to schedule regular check-ins with Supreet Anand, Group Leader, Office of State Support, about West Virginia's progress in addressing the concerns raised in the enclosed list.

If you have any questions regarding the renewal process or anything else related to West Virginia's implementation of ESEA flexibility, please contact Supreet Anand at: supreet.anand@ed.gov.

Sincerely,

A black rectangular redaction box covers the signature of the sender. There are faint blue handwritten marks on either side of the box, possibly initials or a checkmark.

Deborah S. Delisle
Assistant Secretary

Enclosures

cc: Michele Blatt, Assistant State Superintendent of Schools, Division of Educator Quality and System Support

SUMMARY OF ADDITIONAL INFORMATION REGARDING WEST VIRGINIA'S
PRINCIPLE 3 SUBMISSION

PRINCIPLE 3: SUPPORTING EFFECTIVE INSTRUCTION AND LEADERSHIP

- Please address concerns regarding the guidelines for teacher and principal evaluation and support systems:
 - Provide additional information regarding how State will ensure the validity and consistent, high-quality implementation of all measures in the systems. *See 3.A.i, Option B.i; 3.A.iic(i); 3.A.iic(iii).*
 - Provide additional information regarding how the State will ensure that teachers in their sixth year of experience and beyond are evaluated on a regular basis. *See 3.A.i, Option B.i; 3.A.ii.d; 3.A.ii.e.*
 - Provide additional detail regarding how the State will ensure that the principal evaluation and support system will be operational on the timeline to which West Virginia committed in its approved request (*e.g.*, how principal evaluators will be sufficiently trained, the professional development provided to principals based on evaluation results, consistency in application of the principal evaluation system across districts, etc.). *See 3.A.i, Option B.i; 3.A.iic(i); 3.A.ii.e.*
 - Provide additional information on the supports currently available to educators based on evaluation results. *See 3.a.ii.e.*
 - Provide additional detail of how SEA will ensure that LEAs use evaluation results to inform personnel decisions. *See 3.A.ii.f.*