

Educator Evaluation in Massachusetts: Stakeholder Engagement & Communications

“Do this *with* the field, not *to* the field.” – Commissioner Mitchell Chester

Regulations: *new educator evaluation regulations for the Commonwealth of Massachusetts (603 CMR 35.00)*

August 2010-June 2011	<u>Task Force</u>	From August 2010 to March 2011, a 40-person Task Force met regularly to develop a framework for educator evaluation. The Task Force included leadership of statewide organizations of parents, teachers, principals, superintendents, and school committees, as well as teachers and administrators, representatives of subject matter associations, special educators and administrators, higher education, student and business representatives, vocational educators, and experts in performance management, psychometrics, economics and statistics. In March 2011, the Task Force presented its recommendations to the Board of Elementary and Secondary Education (BESE) and Commissioner Mitchell Chester. These recommendations became the basis for educator evaluation regulations in the Commonwealth.
	<u>Open Comment</u>	Upon receiving the initial set of regulations on April 27, 2011, BESE released the regulations to open public comment for 40 days during which time the Department of Elementary and Secondary Education (ESE) received hundreds of comments, questions and suggestions for improvement.
	<u>Listening Tour</u>	In June 2011, Commissioner Mitchell Chester conducted a listening tour of the state through six regional forums on the proposed educator evaluation regulations. The forums solicited feedback from over 700 educators on the new statewide framework, as well as proposed amendments, trainings and supports that would be most useful to practitioners for effective implementation.

The Massachusetts Model System for Educator Evaluation: *a comprehensive educator evaluation model system developed as an exemplar for school districts to adopt or adapt and implement locally.*

August 2011—July 2012	<u>Performance Rubrics</u>	Developed and refined based on feedback from early implementing schools, districts and special education collaboratives, the Model System Performance Rubrics benefited from candid feedback and thoughtful suggestions from the following state associations (in alphabetical order): AFT-MA, ASE, MASBO, MASC, MASS, MAVA, MESPA, MSNO/DPH, MSPA/MSPP, MSSAA, and MTA.
	<u>Model Contract Language</u>	The model collective bargaining contract language received valuable assistance from representatives from the following state associations (in alphabetical order): AFT-MA, MASC, MASPA, MASS, MSSAA, and MTA.
	<u>Principal Protocol</u>	The Model System protocol for principal evaluation was developed in consultation with a representative group of principals designated by MESPA and MSSAA, and reviewed by a representative group of superintendents designated by MASS. ESE also received constructive feedback from MTA representatives and teachers affiliated with Teach Plus.
	<u>Superintendent Protocol</u>	The Model System protocol for superintendent evaluation was developed in collaboration with a representative group of school committee members and superintendents from MASC and MASS. Representatives from MESPA and MSSAA also offered suggestions and comments.

Implementation Supports: *workshops, webinars, and trainings developed to support launch & implementation*

January 2012—July 2012	<u>Model System Webinar</u>	On January 10, 2012, ESE hosted a webinar and conference call for more than 1000 educators from RTTT districts to introduce the Massachusetts Model System for Educator Evaluation.
	<u>Getting Started Workshops</u>	In January and February, ESE held eight "Getting Started Workshops" across the state for RTTT district teams. More than 1,000 people attended the workshops to learn more about the Model System.
	<u>S.M.A.R.T. Goals Workshops</u>	In February and March, ESE and MASS co-hosted eight workshops on the MA “S.M.A.R.T.er” Goal Model. The workshops convened RTTT school district teams of Superintendents, district leaders and principals to prepare them to develop S.M.A.R.T. goals for their Educator Evaluation Plans.
	<u>Implementation Modules</u>	Spring/Summer 2012, ESE will be releasing seven of eight training modules covering implementation of the 5-Step Evaluation Cycle, informed through feedback from early adopter districts and Level 4 schools.

**EDUCATOR EVALUATION:
STAKEHOLDER ENGAGEMENT**

Teacher & Administrator State Associations

Union Leadership & Representatives

Practicing Teachers & Administrators

Subject Matter Associations

Early Implementing Schools & Districts

ESE Partnerships

Business Representatives

Research Organizations & Other States

Regulations

Task Force	X	X	X	X	X	X	X	X
Listening Tour	X	X	X	X	X	X	X	X

Model System

Rubrics	X	X	X	X	X	X	X	X
Superintendent Protocol	X		X	X	X	X	X	X
Principal Protocol	X	X	X	X	X	X	X	X
Model Contract Language		X	X	X	X	X	X	X

Implementation Supports

Model System Launch Webinar							X	
Getting Started Workshops	X		X	X	X	X		X
S.M.A.R.T. Goals Workshops	X		X	X	X	X		X
Implementation Training Modules			X	X	X	X	X	X

Advisory Board

X	X	X						
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STRATEGIC OUTREACH & COMMUNICATION TOOLS

Educator Evaluation Website: (www.doe.mass.edu/edeval/) Houses up-to-date information and support resources for schools and districts related to educator evaluation.

Educator Evaluation Inbox: (EducatorEvaluation@doe.mass.edu) Questions and comments from the field regarding educator evaluation replied to on a daily basis by associate commissioner and key members of the ESE educator evaluation team.

Commissioner's Update: Monthly letter from Commissioner Mitchell Chester disseminated to superintendents and made publicly available on the Massachusetts ESE website (www.doe.mass.edu) with targeted updates related to educator evaluation implementation supports.

Presentations & Overviews: ESE staff conduct regular presentations and overviews to diverse public and stakeholder groups including state educator associations, business groups, schools districts and other states on the development, purpose and implementation of educator evaluation in the Commonwealth (3000+ participants since July 2011).

For additional information on stakeholder engagement and access to the Massachusetts Model System for educator evaluation, go to www.doe.ma.edu/edeval/.

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