

OFFICE OF CHIEF OF RESEARCH AND DEVELOPMENT
Summary of State Board of Education Agenda Items
April 21, 2016

OFFICE OF EDUCATOR ACCOUNTABILITY

15. Information: Recommendations from the Educator and Leader Effectiveness Steering Committee [Goal 4 – MBE Strategic Plan]

Background Information: The Educator and Leader Effectiveness Steering Committee was assembled to review the processes, components, and rubrics of the Mississippi educator evaluation systems (teacher, principal, counselor, librarian, speech-language pathologist, and student services coordinators) and provide guidance on their improvement.

The Educator and Leader Effectiveness Steering Committee reviewed these evaluation systems and provided guidance on improvements to the evaluation measures to ensure that the systems are fair, accurate, and act as catalysts for professional growth.

The Steering Committee is currently finalizing recommendations. The final Steering Committee recommendations will be presented during the May Board of Education meeting.

This item references Goal 4 of the *Mississippi Board of Education 2016-2020 Strategic Plan*.

Information Only

Back-up material attached

Educator and Leader Effectiveness Steering Committee

DIVISION OF RESEARCH AND DEVELOPMENT

Meeting 1: November 9, 2015

During the first meeting, the committee members were assigned to sub-committees (principal, teacher, counselor, speech-language pathologist, librarian, and student services coordinator) and a chairperson was selected. Roles and responsibilities were assigned, and each subcommittee developed a vision statement to guide their work.

Meeting 2: December 3, 2015

The teacher and specialist subcommittees were provided with research materials on student surveys and self-assessments. After discussing the information, the subcommittees provided the following input:

- Recommendations on the use of student surveys and self-assessments
- Explanation of the research and rationale for the recommendations
- Description of any dissenting views

The principal subcommittee, facilitated by Jess Woods, policy advisor for Education Counsel and former Director of IMPACT Observer Training Platform in District of Columbia (DC) Public Schools, recommended the development of a rubric to be used as a measure in the principal evaluation system. The committee recommended that the rubric should be based on the Interstate School Leaders Licensure Consortium (ISLLC) Standards.

Meeting 3: January 14, 2016

The teacher and specialist subcommittees explored the use of three (3) measures: (1) Student Learning Objectives (SLOs); (2) individual teacher contributions to student learning; and (3) school-wide growth. Dr. J.P. Beaudoin, Chief Research and Development Officer, presented to the teacher and specialist subcommittees on SLOs. Dr. Pete Goldschmidt, Associate Professor at the University of California Northridge, presented information on value-added modeling (VAM) and student growth percentiles (SGP) to determine the level of “value” a teacher adds to student learning.

The teacher and specialist subcommittees discussed the information presented by Drs. Beaudoin and Goldschmidt. No recommendations were made by the teacher and specialist subcommittees because they wanted more time to review and consider the options.

Dr. Goldschmidt’s presentation to the principal subcommittee guided a discussion of the options for measuring student outcomes in the principal evaluation system. The principal subcommittee worked in teams to adapt the New Leaders Rubric into a rubric for Mississippi administrators.

Meeting 4: February 11, 2016

Dr. Andy Baxter, Vice President of Educator Effectiveness with Southern Regional Education Board (SREB), presented to the teacher and specialist subcommittees regarding student growth followed by a Q/A session. Dr. Tarance Hart, Director of Educator Accountability at the Mississippi Department of Education (MDE), and Dr. Margaret Heritage, senior scientist with WestEd, met with the subcommittees to discuss revisions to the rubrics. Dr. Nathan Oakley, Executive Director of Office of Elementary Education and Reading at MDE, briefly presented on

rubric alignment to Mississippi College- and Career-Ready Standards. The subcommittees were presented with options related to measuring student outcomes.

The principal subcommittee began the day with Dr. Heritage providing feedback on the New Leaders-Mississippi Rubric. The principal subcommittee provided recommendations regarding rubric revisions. Dr. Peter Goldschmidt facilitated a discussion regarding VAM and SGP.

During this work session, the following activities were completed:

- All subcommittees provided recommendations on the use of student growth in the evaluation system.
- Teacher and specialist subcommittees identified challenges and interests in their current rubric, and made recommendations about structure and what the revised rubric should measure.
- The principal subcommittee made recommendations about what the 360-degree feedback tool should measure and decided how summative ratings/feedback should be calculated.
- The teacher and specialist subcommittees made recommendations on measuring the contributions of non-tested teachers and specialists to student learning.

Meeting 5: March 3, 2016

During the final meeting, each subcommittee reviewed all recommendations. The subcommittees also reviewed options related to summative ratings and made recommendations. All subcommittees recommended a continuum or numerical model for summative ratings/feedback.

Recommendations

Over the course of the five (5) meetings, the Steering Committee explored research-based evaluation options. The Steering Committee submitted recommendations in the following areas:

Teacher & Specialist Evaluation Systems

- Student Surveys & Self-Assessments
- Rubrics:
 - What practices matter most for student learning?
 - How often should teachers and specialists be observed?
- Observations
- Student Outcomes:
 - Non-Tested
 - Tested: student growth model
- Summative Feedback

Principal Evaluation System

- Adapting the New Leaders Rubric
- Observations
- Student Outcomes
- 360-degree feedback tool
- Summative Feedback

The Steering Committee is currently finalizing recommendations. Dr. Cynthia Tocci, former content lead for Danielson's Framework for Teaching, is completing a final review of the teacher rubric, and The Center for Educational Research and Evaluation (CERE) at the University of Mississippi is completing a final review of the principal, librarian, counselor, speech language pathologist, and student services coordinator rubrics. The final Steering Committee recommendations will be presented during the May Board of Education meeting.