

OFFICE OF CHIEF OF RESEARCH AND DEVELOPMENT
Summary of State Board of Education Agenda Items
July 14, 2016

OFFICE OF EDUCATOR ACCOUNTABILITY

09. Action: Establish Part 3, Chapter 14, Rule 14.19: Educator and Principal Evaluation System [Goal 4 – MBE Strategic Plan]
(Has cleared the Administrative Procedures Act process with public comment)

Background information: In September 2011, the U.S. Department of Education invited State Education Agencies (SEAs) to request flexibility regarding specific requirements of the Elementary and Secondary Education Act of 1965 (ESEA), as amended by the *No Child Left Behind Act of 2001* (NCLB), in exchange for comprehensive SEA-developed plans designed to improve educational outcomes for all students and achievement gaps, increase equity, and improve the quality of instruction. To receive this flexibility, SEAs had to agree to develop, adopt, and implement teacher and principal evaluation and support systems.

In preparing its flexibility waiver request, the MDE gathered the input of various stakeholder groups (including teachers and their representatives, administrators, community members, teacher preparation programs, the State's superintendents' organization, and the governor's office) to provide guidance in the development of the teacher and principal evaluation and support systems. The Mississippi Teacher and Principal Evaluation Systems included multiple methods of evaluation that were designed to provide a comprehensive understanding of areas of strength and challenge.

The *Every Student Succeeds Act* (ESSA) has given states autonomy in deciding how teacher and principal evaluations should be implemented. In response to the ESSA, the MDE assembled a group of diverse stakeholders, the Educator and Leader Effectiveness Steering Committee, to systematically review and recommend improvements to the educator evaluation systems. This review included careful examination of researched-based educator evaluation measures. The measures in this policy statement were informed by the recommendations of the Steering Committee.

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

Recommendation: Approval

Back-up material attached

Chapter 14: Certification

Rule 14.19 Educator and Principal Evaluation Systems

All public schools and districts are required to use an evaluation system comprising of at least the measures listed below:

Certified Staff

- Observations
- Student Surveys
- Student Outcomes
 - Tested and Non-tested Educators
- School Outcomes

Administrator

- Observations
- Staff/Educator Surveys
- School Outcomes

The educator evaluation system will provide summative feedback annually to educators and administrators. The system is focused on improving both professional practice and student outcomes by providing educators and administrators with feedback to inform continuous improvement at the classroom, school, district, and state levels.

Source Code: Miss Code Ann. §37-1-3

**PROPOSED ESTABLISHMENT
OF SBE POLICY, CHAPTER 14,
RULE 14.19**

APA COMMENTS

June 16, 2016– July 12, 2016

APA Comments Summary Chart

Rule	Narrative of Rule	Topic	Comments		
			Supporting	Concerns	Total
Part 3, Chapter 14, Rule 14.19	The proposed revisions would require all public school and districts to use an evaluation system.	Revision to SBE policy to establish new rule 14.19	0	1	1
TOTAL COMMENTS			0	1	1

PROPOSED REVISIONS TO SBE POLICY, CHAPTER 14, RULE 14.19

APA Comments Summary Chart

Role	Number of Commenters
Superintendents/Conservators	
Assistant Superintendents	1
District School Board Members	
Teachers	
Librarians/Media Specialists	
Federal Programs Directors	
Curriculum Directors	
Special Education Directors	
Principals	
Assistant Principals	
Vocational School Directors	
Other District Personnel	
Instructional Specialists/Academic Coaches	
Advocacy Groups	
MDE Offices	
Citizens (Parents)	
Unknown	
State Organizations	
TOTAL	1

From: [LaFontaine, Kim](#)
To: [Accreditation](#)
Subject: FW: APA Comments
Date: Thursday, July 07, 2016 1:05:47 PM

Good afternoon, all.

Below are comments regarding the addition of Rule 14.19 to State Board Policy that is currently out for APA comment:

The proposed Rule 14.19 requires districts to design evaluation systems for certified staff and administrators that include student outcomes. This requirement is troublesome for two reasons.

1. Educator and administrator evaluation results are the primary data points in making personnel decisions, and according to the Education Employment Procedures Law, certified staff must be given a non-renewal by April 15 or ten days after the budget is signed by the governor. While student outcomes can be determined using a variety of measures, the outcomes that carry the most relevance for all stakeholders are the results of state assessments. Over the history of administering state assessments, student data and school data have never been returned before the end of the school year. This fact creates an unsurmountable obstacle in using student and school outcomes as a required "measure" in a district's evaluation system.
2. Incorporating student outcomes for tested and non-tested educators has been a task that MDE has been working on for a number of years without ever finalizing the details successfully. If MDE, with its staff and expertise, has been unable to accomplish this task, how can school districts do so in a valid, reliable, and fair way? The requirement is an unfair and unreasonable burden to place on local districts.

The proposed Rule 14.19 also requires student surveys and staff surveys as a required measure in a district's evaluation system. Again, I see two significant issues with this requirement.

1. Designing a valid survey, administering it, and calculating the results can be a costly endeavor both in terms of human and financial resources. Many districts may not be prepared to assume these additional expenses at this late date in the 2016-2017 budget planning and adoption process.
2. Student surveys, because of the nature of the responses, have never been a required component in the evaluation system. They have been optional as an additional source of information. Placing any weight on these results for an educator's summative score (similar to the Circle Survey in MPES) does not seem appropriate or fair to the educators in our state. Furthermore, if it is going to have weight in the summative score, the state should provide a mechanism for administering and scoring these surveys to provide for consistency in the questions asked and reliability in the information elicited. If the state cannot do so, this requirement should be removed.

I will be more than willing to discuss these comments at any time. Thank you for consideration of these comments.

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The mission of Pearl Public School District is to prepare each student to become a lifelong learner, achieve individual goals, and positively impact a global society.