



STATE OF CONNECTICUT  
DEPARTMENT OF EDUCATION



**TO:** Superintendents of Schools

**FROM:** Shannon Marimón, Division Director  
Bureau of Educator Effectiveness

**DATE:** November 22, 2016

**SUBJECT:** Updates from the Talent Office Bureau of Educator Effectiveness

The Connecticut State Department of Education (CSDE) Talent Office is committed to supporting the implementation of a statewide talent management plan that focuses on strategies tied to attracting, preparing, inducting, evaluating, supporting, and retaining great teachers and leaders for Connecticut's schools. This memorandum includes the following updates and resources designed to support your work:

- Connecticut Standards for Professional Learning: At-a-Glance Documents
- TEAM Program Update
- Third Annual Moving from Compliance to Coherence Conference
- Guidelines for Setting Student Learning Goals/Objectives
- Revised Training and Proficiency for Evaluators of Teachers
- Inward and Outward: *A Three-Part Webinar Series Examining Educational Equity*

**Connecticut Standards for Professional Learning: At-a-Glance Documents**

The Connecticut Standards for Professional Learning were adopted by the State Board of Education in May 2015. Each standard has been expanded upon within a series of "At-a-Glance" documents. As a collection, they serve as a guide for integrating and aligning the eight standards to support high-quality professional learning for all educators. Click here to access: [At-a-Glance documents](#).

**TEAM Program Update**

The TEAM induction program plays a crucial role in helping beginning teachers to bridge the journey from preparation to professional practice. This year, we have reorganized the internal structure of the TEAM program to facilitate greater coherence among talent management strategies. Aligning the work across the entire talent continuum from pre-service to professional learning also facilitates opportunities for teachers to enhance their practice, improve instruction, grow professionally, and improve student outcomes. Changes to the TEAM program have been communicated to district facilitators (DFs) through the TEAM data dashboard and during the fall 2016 DF workshop series.

**1. TEAM Data Dashboard**

The CSDE continues its ongoing partnership with EASTCONN in the management of the TEAM data system and online dashboards for all users. Recently, EASTCONN redesigned the TEAM system to improve its functionality and appearance.

On November 1, 2016, the new TEAM data system/dashboard went live. As with any system update, it's been necessary to troubleshoot some initial issues. If you are aware of any user in your district who is experiencing technical difficulty with their TEAM dashboards, please contact Claudine Primack, TEAM Program Manager, at: [claudine.primack@ct.gov](mailto:claudine.primack@ct.gov) or 860-713-6826. She will work with EASTCONN to ensure they resolve the matter.

## **2. Professional Growth Action Plans (PGAPs):**

The primary goal of the TEAM program is to support the professional growth of beginning teachers as they improve their instructional practice and student performance. The process is designed to take approximately 8-10 weeks to complete one module. However, we have noticed that teachers are attempting to complete multiple modules simultaneously, and administrators are signing off on multiple PGAPs for individual teachers all at once. We urge administrators, as instructional leaders, to encourage teachers to approach the TEAM program with a learning mindset and help them to make connections between TEAM, educator evaluation, and professional learning. The CSDE strongly recommends that teachers submit only one PGAP at a time, within a minimum of a four week period.

### **Third Annual Moving from Compliance to Coherence Conference**

The CSDE, in partnership with the RESC Alliance and the Connecticut Association of Schools (CAS), will be hosting the third annual *Moving from Compliance to Coherence Conference: Advancing Student and Educator Growth through Effective Feedback* at the Radisson Hotel in Cromwell, CT, on March 9, 2017. This year's conference will focus on educators who have developed or implemented systems for providing effective feedback to increase student and adult learning. This conference provides a forum through which Connecticut educators from across the state can share their promising practices with other educators.

Please click here for registration information: [Moving from Compliance to Coherence Conference: Advancing Student and Educator Growth through Effective Feedback.](#)

### **Revised Training and Proficiency for Evaluators of Teachers**

The CSDE, in collaboration with the RESC Alliance and ReVision Learning, has revised the *Foundational Skills for Evaluators of Teachers* 5-day training and proficiency. This newly revised training focuses on the evaluator's ability to provide supportive, high quality feedback to teachers. Participants build their skills in observing and analyzing teacher performance and practice inherent in the CT Common Core of Teaching (CCT). They learn how to provide written and verbal feedback that is instructionally focused on areas of strengths and areas of growth explicitly connected to the rubric and observable classroom practices/evidence. Participants receive feedback about their own practice that will help to codify key skills and prepare them to connect teacher practice to student learning. For registration information, click here: [Evaluator Training Registration](#)

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**NNSTOY Inward and Onward Webinar Series**

The National Network for State Teachers of the Year (NNSTOY) is hosting: **Inward and Outward: A Three-Part Webinar Series Examining Educational Equity**. The series is hosted by State Teachers of the Year, Monica Washington (Texas 2014), Daniele Massey (DoDEA 2013), and Jemelleh Coes (Georgia 2014) and will include deep dive discussions to unpack how educators can create equitable classrooms. Please see the **attached** information to register.

Webinar #1: **Examining Our Personal Bias (archived)**

Webinar #2: **Concrete Strategies for Building Equitable Classrooms- November 29, 2016 from 8:00-9:00 p.m.**

Webinar #3: **Supporting Colleagues in Building Equitable Learning Environments- December 13, 2016 from 8:00-9:00 p.m.**

SM:cpn

cc: Dr. Sarah J. Barzee, Chief Talent Officer  
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