




STATE OF CONNECTICUT
DEPARTMENT OF EDUCATION



TO: Superintendents of Schools

FROM: Sarah J. Barzee, Ph.D., Chief Talent Officer 
Talent Office

DATE: November 16, 2017

SUBJECT: Updates on Educator Evaluation and Support

Greetings! On behalf of the Talent Office, I wish you and your staff a productive and successful year. In our ongoing efforts to support districts in implementing systems for high-quality educator evaluation and support, this memo includes the following updated resources designed to assist you in your work:

- [CCT Rubric for Effective Teaching 2017](#)
- [CCT Rubric for Effective Service Delivery 2017](#)
- [The Connecticut Leader Evaluation and Support Rubric 2017](#)
- [Guidelines for Educator Evaluation 2017](#)
- [SEED Handbook 2017](#)

Validation of the CCT Rubrics for Evaluation

During the 2016-17 academic year, the Connecticut State Department of Education (CSDE), in partnership with Professional Examination Services (ProExam), conducted validation activities for each of the three rubrics used to evaluate teachers, service providers and administrators – *CCT Rubric for Effective Teaching*, *CCT Rubric for Effective Service Delivery*, and the *CT Leader Evaluation and Support Rubric*. ProExam facilitated the following process:

- data collection, including a fairness review, to ensure that the language of the rubrics are free of bias and applicable to teachers, service providers, or administrators at all grade levels, content areas, and assignments;
- focus panels to provide feedback about the language and behavioral progressions of each attribute described in each rubric; and
- surveys to quantitatively and qualitatively evaluate the rubrics.

Members of the original validation committees, established during the 2013-14 academic year for each of the three rubrics, were reconvened to review the information obtained from the activities outlined above. Subsequently, the committees worked to address each of the issues raised and modified each rubric accordingly.

LEAs are not required to use the 2017 CT rubrics and may continue to use their CSDE-approved rubrics. However, all three rubrics are attached for consideration by the local education agency (LEA), in collaboration with their Professional Development and Evaluation Committee

(PDEC). According to the Guidelines for Educator Evaluation 2017, rubrics used for the observation of performance and practice must be aligned to the Connecticut Common Core of Teaching/Leading.

For details regarding the changes to the rubrics and the full validation process, please contact Sharon Fuller at sharon.fuller@ct.gov.

Updated Guidelines for Educator Evaluation 2017 and the SEED Handbook 2017

On April 5, 2017, the State Board of Education adopted recommendations put forth by the Performance Evaluation Advisory Council (PEAC), regarding the appropriate use of state test data in the state educator evaluation and support system. PEAC recommended that state tests (i.e. SBAC, SAT, LASLinks) will not be used as a measure of goal attainment for educators or used in the summative evaluation in the educator evaluation and support system; However, these tests may be used to inform educator goal-setting and to inform professional development planning. The Guidelines for Educator Evaluation 2017 have been updated to reflect these changes.

The SEED Handbook has also been revised to reflect the changes to the Guidelines for Educator Evaluation 2017. All references to the use of state test data have been revised in both the teacher and the administrator evaluation sections of the handbook.

For questions regarding educator evaluation and support, please contact Sharon Fuller at sharon.fuller@ct.gov.