



LATEST NEWS REGARDING THE IMPLEMENTATION OF THE NEW EVALUATION AND SUPPORT SYSTEM

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On Monday, February 4th, the Performance Evaluation Advisory Council (PEAC) reached consensus on what will be a *bridge year* for implementing the new evaluation system and on what the state responsibility should be for bearing the cost of the new system.

During the 2013-2014 *bridge year*, there will be flexibility offered to school districts with respect to the implementation that must take place in each district. **All districts must still submit evaluation plans which incorporate the whole model**, but districts may submit implementation plans according to the following choices:

- **The implementation arrangement that the CSDE prefers is one that involves applying the whole model to every certified educator in the district.** If a district decides, however, that this arrangement is not appropriate in 2013-14 for it, the district can take advantage of flexibility options.
- **The preferred flexibility option** is to apply the whole new model to every certified educator in 1/3 of the schools in the district.
- **An alternate arrangement** whereby the whole model would be applied to only classroom teachers in 50% of the schools in the district. If a district decides, however, that neither the preferred option nor the alternate arrangement is appropriate for it, it can:
- **Propose another locally determined option** as long as the option does not violate the principle of implementing the whole model and as long as the option requires at least 1/3 of the certified educators in the district to be evaluated in accordance with the new system.

District procedure for selecting one of the flexibility options:

A committee composed of representatives chosen by the bargaining agents for teachers, administrators and the superintendent and/or his/her representatives must meet in order to discuss which option the superintendent should recommend to the local board of education. If the discussion results in a consensus decision, the superintendent will recommend that decision to the local board of education for approval. If the committee process does not result in a consensus, the superintendent, nevertheless, will recommend an alternative implementation option to the board. The board in either case will act upon the superintendent's recommendation but retains the right to decide for itself which option to submit to the CSDE. The CSDE will decide whether to approve the local board's option decision.

Regarding the state responsibility for bearing the cost of implementing the new system, the PEAC consensus was the State needs to provide substantial support to offset those costs as they apply to the data management that the new system requires and the proficiency training and ongoing calibration that is also required.

SBE RESOLUTION FOR ROLLOUT OF EDUCATOR EVALUATION AND SUPPORT SYSTEM: 2013-2014 SCHOOL YEAR

EXISTING ASSUMPTION

The existing and continuing assumption is whole model (i.e. all teacher and administrator evaluation components as defined in the Connecticut Guidelines for Educator Evaluation), and full implementation, district-wide.

District indicates to CSDE that they are moving forward with full implementation by 4/15.

OR

COMMITTEE PROCESS

If a district decides on submitting an alternative approach, the district must conduct a "committee process," which shall include representatives of local bargaining unit(s) and superintendent representatives. Proposed district educator evaluation plans go to the local board of education for review, approval and submission to the CSDE. If, as a result of the committee process, the committee does not arrive at a recommendation regarding an alternative model, the district may seek consultation from the CSDE to assist in reaching an agreement. If a conclusion is not reached at that point, the superintendent may submit a plan to the local board of education for submission to the CSDE so long as documentation is provided to the CSDE, offering evidence of the committee process undertaken.

PREFERRED ALTERNATIVE

The preferred alternative approach is whole model; at least 1/3 of schools; all certified teachers and administrators within those schools.

ADDITIONAL ALTERNATIVES

Whole model; 50% of schools; classroom teachers only and all administrators within those schools

OR

Other locally-determined alternatives.

ALTERNATIVE REQUIREMENTS

Any alternative must involve whole model and represent a minimum of 1/3 of the district's certified staff, including administrators.

FINAL REVIEW AND APPROVAL

Superintendents, on behalf of their board of education, must submit their proposed plan (existing assumption or alternative) by the April 15, 2013, proposal deadline for review and approval by the CSDE.

Note: In 2014-15, Adult Education, USD #1/USD #2, CAPSEF, and Pre-K will implement the new evaluation system

[full implementation for all districts expected in 2014-2015]

