**Educator Effectiveness Professional Learning Networks**

**What are they?**
ESE’s Educator Effectiveness Professional Learning Networks (PLNs) provide opportunities for districts to engage in a deep partnership with other districts and ESE to develop and/or refine strategies on targeted topics. Districts were selected through a brief, yet competitive application process and will receive a $5,000 stipend to cover their team’s participation (including travel reimbursements and educator stipends).

As members of the PLN, districts committed to the following during the 2014-15 school year:
- Attending 2-3 face-to-face meetings
- Communicating with one another and ESE (via email, site visits, etc.) in between meetings
- Presenting at the Educator Evaluation Spring Convening in May 2015
- Conducting a webinar in July 2015 to share information about their work with any interested MA districts

**Teacher Leadership PLN:**

- **Goal:** To support and encourage opportunities for districts to recognize and reward effective teachers (as required under the evaluation regulations (603 CMR 35.08 (7))). Districts are:
  - Learning from each other about current teacher leadership practices.
  - Sharing common challenges with implementing teacher leadership roles and strategies for overcoming these challenges.
  - Exploring ways to develop or improve teacher leadership roles, including: peer coaches, mentors for new teachers, curriculum specialists, and professional development leaders.
  - Identifying structures that support job-embedded professional development, peer assistance and review models, and differentiated pay.

- **Outcomes:** ESE will produce case studies on each participating district, highlighting their teacher leadership roles to support all MA districts in recognizing and rewarding effective teachers. Based on the practices and lessons learned through the PLN, ESE will share resources on a newly created Teacher Leadership website. Look for resources in June 2015!

**Participating Districts:** Diman Regional Vocational Technical ● Leicester ● Leominster ● New Bedford ● North Reading ● Northampton ● Old Rochester Regional ● Revere ● Shawsheen Valley Technical ● Wakefield ● Wareham

**PLN for Supporting Evaluator Capacity:**

- **Goal:** For districts to explore, develop, and refine methods for supporting evaluators throughout the evaluation cycle. Districts are:
  - Choosing a focus area for building evaluator capacity (e.g., evaluator calibration, system efficiency).
  - Piloting approaches to improve district systems for managing educator evaluation implementation.
  - Conducting cross-site visits to observe and learn from other PLN districts.

- **Outcomes:** Through the PLN, ESE will collect and share district strategies and samples for conducting evaluation observations, providing timely, actionable feedback, collecting and analyzing evidence of educator performance, and managing and utilizing evaluation data. Look for the resources in June 2015!

**Participating Districts:** Berkshire Hills Regional ● Union 28 ● Greater Lawrence Regional Vocational Technical ● Hadley ● Marblehead Community Charter ● Monson ● Northbridge ● Weymouth

*ESE is excited about this new approach for promoting collaboration across districts and the opportunity for districts and ESE staff to learn with and from one another!*

Want to learn more or propose a future topic for a PLN? Email EducatorEvaluation@doe.mass.edu.