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Welcome to the Educator Evaluation Spring Convening

Dear Colleagues,

Welcome to the second Educator Evaluation Spring Convening.

Earlier this month, we celebrated the 60th anniversary of the U.S. Supreme Court’s landmark *Brown v. Board of Education* decision. The intent and legacy of that decision continues to drive our work of providing equity and excellence for all public school students as we prepare them for success in the world that awaits them after high school. We have no greater goal than to ensure that every student attends a school led by the best teachers and administrators that our system has to offer. The work that you are leading in your own districts around educator effectiveness is pivotal to the achievement of this noteworthy goal.

This year’s convening will focus on four key areas: district determined measures (DDMS), evaluator calibration, student and staff feedback, and professional development. The Department’s intent today is to support you and your colleagues as you reflect on efforts under way within each of these areas and to identify actionable steps to implement during the 2014–15 school year. We hope this convening will enable you to identify and facilitate ways to connect and integrate curricular and instructional efforts.

We trust that you will find this convening to be a rewarding and collaborative experience that will inform your own work. Thank you again for all that you do to support educational excellence throughout the Commonwealth.

Sincerely,

Mitchell D. Chester, Ed.D.
Commissioner of Elementary and Secondary Education
Conference Center Map
## Agenda

<table>
<thead>
<tr>
<th>Time</th>
<th>Description</th>
<th>Location</th>
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<tbody>
<tr>
<td>Registration</td>
<td>Coffee and breakfast items are available for purchase in the Ballroom Foyer (cash only). Participants also may purchase box lunches in advance at this time. ESE Information Tables Open</td>
<td>Hotel Lobby and Courtyard</td>
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<tr>
<td>7:45–8:45 a.m.</td>
<td></td>
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<tr>
<td>8:45–9:00 a.m.</td>
<td>Break</td>
<td></td>
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<tr>
<td>Keynote Address</td>
<td>Welcome, Heather Peske, Associate Commissioner of Educator Quality&lt;br&gt;Keynote Address, Mitchell D. Chester, Commissioner of Elementary and Secondary Education</td>
<td>Royal Ballroom</td>
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<tr>
<td>9:00–10:00 a.m.</td>
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<tr>
<td>10:00–10:30 a.m.</td>
<td>Break</td>
<td>Session A: Salon D&lt;br&gt;Session B: Salon E</td>
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<tr>
<td>Morning Breakout Session</td>
<td>Using District-Determined Measures (DDMs) as a Lever for Change</td>
<td></td>
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<tr>
<td>10:30–11:45 a.m.</td>
<td>Morning Breakout Session&lt;br&gt;Using District-Determined Measures (DDMs) as a Lever for Change&lt;br&gt;Developing a Shared Understanding: Consistency, Conversations, and Calibration&lt;br&gt;Incorporating Student Feedback in Educator Evaluation</td>
<td>Session A: Salon B&lt;br&gt;Session B: Salon C&lt;br&gt;Session A: Marlborough Room&lt;br&gt;Session B: Salon A</td>
</tr>
<tr>
<td>Lunch (On Your Own)</td>
<td>Lunch is available for purchase in the Hotel Lobby and Courtyard (Registration area) on May 28 and in the West Wing Foyer on May 29. Fast-food restaurants are located nearby if participants prefer to eat lunch outside the hotel. ESE Information Tables Open</td>
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<tr>
<td>11:45 a.m.–12:45 p.m.</td>
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<tr>
<td>12:45–1:00 p.m.</td>
<td>Break</td>
<td>Marlborough Room</td>
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<tr>
<td>Lunch-and-Learn Session (Optional)</td>
<td>The Relationship Between High-Quality Professional Development (HQPD) and Educator Evaluation&lt;br&gt;Note: This session is optional for participants. Seating is limited to 100 participants and is available on a first come, first served basis.</td>
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<tr>
<td>12:00 p.m.–12:45 p.m.</td>
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<tr>
<td>Early Afternoon Breakout Session</td>
<td>Using District-Determined Measures (DDMs) as a Lever for Change&lt;br&gt;Developing a Shared Understanding: Consistency, Conversations, and Calibration</td>
<td>Session A: Salon D&lt;br&gt;Session B: Salon E&lt;br&gt;Session A: Salon B&lt;br&gt;Session B: Salon C</td>
</tr>
<tr>
<td>Time</td>
<td>Session A</td>
<td>Session B</td>
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<tr>
<td>2:15–2:30 p.m.</td>
<td>Break</td>
<td>Break</td>
</tr>
<tr>
<td>2:30 p.m.–3:45 p.m.</td>
<td>Using District-Determined Measures (DDMs) as a Lever for Change</td>
<td>Developing a Shared Understanding: Consistency, Conversations, and Calibration</td>
</tr>
<tr>
<td>Late Afternoon Breakout Session</td>
<td>Incorporating Student Feedback in Educator Evaluation</td>
<td>Incorporating Student Feedback in Educator Evaluation</td>
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Note: The program ends at 3:45 p.m. Participants are invited to visit the ESE information tables as they leave.
Breakout Session Descriptions

Note: Session assignments are listed on participants’ nametags.

Using District-Determined Measures as a Lever for Change

One of the goals of district-determined measures (DDMs) is to provide educators and districts with actionable information focused on student growth and educator impact. DDMs play an important role in educator evaluation and provide an opportunity for larger discussions about student growth.

This session will feature presentations from district leaders and staff from educational collaboratives who are engaged in developing and implementing DDMs. Presenters will share experiences about how DDMs can be used to support district priorities, improve assessment literacy, provide formative feedback to educators, and foster collaboration between educators. Participants will work with their teams to develop action plans to further this important work in their districts.

- DDMs Session A: Salon D
- DDMs Session B: Salon E

Developing a Shared Understanding: Consistency, Conversations, and Calibration

In this session, calibration will be framed as a comprehensive approach that focuses on consistency and fairness across multiple aspects of evaluation. Participants will reflect on educator evaluation implementation in their districts and learn from other districts through mini-presentations and question-and-answer sessions.

District presenters will share the focus areas, strategies, and resources they have used or created to support their work on calibration. Participants will receive a packet of resource materials from all district presenters to use in conjunction with a graphic organizer that guides their planning for calibration efforts in the 2014–15 school year.

- Evaluator Calibration Session A: Salon B
- Evaluator Calibration Session B: Salon C
Incorporating Student Feedback in Educator Evaluation

During the 2014–15 school year, student and staff feedback will join artifacts of practice; observations; and measures of student learning, growth, and achievement in the five-step evaluation cycle. By including student and staff feedback in educator evaluation, all K–12 teachers and administrators will gain a valuable informational tool to improve their practice, and districts will be able to construct a comprehensive, clear, and descriptive picture of educator effectiveness.

This session will introduce participants to the use of student surveys and include a review of the progress to date in ESE’s development of a model student feedback instrument. During the session, district presenters will discuss the value of student feedback for an educator’s practice as well as their personal experiences using student feedback to improve instruction. Participants will learn about ESE’s model surveys and receive strategic guidance and tools for moving forward with collecting and utilizing student feedback in their districts.

- Student Feedback Session A: Marlborough Room
- Student Feedback Session B: Salon A

Lunch-and-Learn Session: The Relationship Between High-Quality Professional Development (HQPD) and Educator Evaluation (Optional*)

In its Race to the Top application, ESE made a commitment “to devote substantial and systematic attention to implementation support for educators, largely in the form of professional development.” To that end, ESE’s first major step was to develop the Massachusetts Standards for Professional Development (www.doe.mass.edu/pd/standards.html).

During the lunch-and-learn session, participants will dialogue with district administrators who are making meaningful connections between these standards and educator evaluation.

- HQPD & Educator Evaluation Session: Marlborough Room

* This session is optional for participants. Seating is limited to 100 participants and is available on a first come, first served basis.
Resources

EDUCATOR EVALUATION RESOURCES

Regulations and Model System

- Educator Evaluation Regulations: http://www.doe.mass.edu/edeval/regsdev.html
- Massachusetts Model System for Educator Evaluation: http://www.doe.mass.edu/edeval/model

Educator Evaluation Training Programs

- Training Modules to Support Implementation of Educator Evaluation: http://www.doe.mass.edu/edeval/training/modules
- Training Workshops for Teachers: http://www.doe.mass.edu/edeval/training/teachers

Student and Staff Feedback

- Background information, including research on using student feedback in educator evaluation, survey pilot information, and sample survey items are available at http://www.doe.mass.edu/edeval/feedback.
- Implementation guidance, collective bargaining language, and model survey items will be published in July 2014.

District-Determined Measures

- Information and Key Updates: http://www.doe.mass.edu/edeval/ddm
- Implementation Briefs: http://www.doe.mass.edu/edeval/ddm/briefs.html
  Implementation Briefs contain information on key topics including Indirect Measures and Specialized Instructional Support Personnel, DDMs for Administrators, Considerations for Special Education Students, Scoring and Parameter Setting, and more.
- Example Assessments for Use as District-Determined Measures: http://www.doe.mass.edu/edeval/ddm/ example
- DDM Resources for Career/Vocational Technical Education (CVTE): http://www.doe.mass.edu/edeval/ddm/cvte-resources.html
- Assessment Literacy Webinar Series: http://www.doe.mass.edu/edeval/ddm/webinar.html

Other Implementation Resources

- Educator Evaluation Rubrics (including role-specific resources): http://www.doe.mass.edu/edeval/resources/rubrics
- Educator Evaluation Forms: http://www.doe.mass.edu/edeval/resources/evalforms
- External Implementation Study of MA Educator Evaluation Framework: http://www.doe.mass.edu/edeval/resources/study/default.html
Communication Resources

- Educator Evaluation e-Newsletter: Sign up to receive our e-newsletter and read past issues at http://www.doe.mass.edu/edeval/communications/newsletter.
- Website: All resources and updates are available on our website at http://www.doe.mass.edu/edeval.

ESE RESOURCES

Commissioner’s Weekly Updates

- Past updates: http://www.doe.mass.edu/commissioner/updates.html
  Sign up to receive weekly updates: Superintendents, principals, and charter school leaders will receive the update automatically. For others wishing to subscribe, send an e-mail to imailsrv@list1.doe.mass.edu with the following information in the body of the e-mail: subscribe ESEUpdate Your Name.

Edwin

- Overview: http://www.doe.mass.edu/edwin
- Teaching and Learning: http://www.doe.mass.edu/edwin/tls
- Analytics: http://www.doe.mass.edu/edwin/analytics

Massachusetts Curriculum Frameworks

- Current Frameworks: http://www.doe.mass.edu/frameworks/current.html
- Model Curriculum Units: http://www.doe.mass.edu/candi/model

Partnership for Assessment of Readiness for College and Careers (PARCC)

- Frequently asked questions, communication tools, and technology requirements: http://www.doe.mass.edu/parcc

Professional Development

- Overview: http://www.doe.mass.edu/pd
- Massachusetts Standards for Professional Development: http://www.doe.mass.edu/pd/standards.html

RETELL (Rethinking Equity and Teaching for English Language Learners)

- Overview: http://www.doe.mass.edu/retell
- WIDA (World-class Instructional Design and Assessment) Standards: http://wida.us/standards/eld.aspx

Note: Materials from this year’s Educator Evaluation Spring Convening will be available by mid-June at http://www.doe.mass.edu/edeval/resources/convening/spring.html. A member of our team is always available at EducatorEvaluation@doe.mass.edu.
Acknowledgements

ESE would like to thank the following presenters for their willingness to share successes, challenges, and lessons learned for the benefit of educators and students in the Commonwealth.

Margaret Adams  
Melrose Public Schools

Kate Burnham  
Wilmington Public Schools

Lisa Caponigro  
Revere Public Schools

Beth Chamberland  
Auburn Public Schools

Christie Chiappetta  
Milton Public Schools

Kerry Clery  
Groton-Dunstable Regional School District

Jessica Cole  
Panorama Education

Matthew Costa  
Revere Public Schools

Megan Costello  
Panorama Education

Patrick Daly  
North Reading Public Schools

Jessica DeStefano  
Auburn Public Schools

Allison Donovan  
Watertown Public Schools

Damon Douglas  
Collaborative for Educational Services

Heidi Driscoll  
Southeastern Regional School District

Steve Duff  
Quaboag Regional School District

Aaron Feuer  
Panorama Education

Elizabeth Freedman  
Greater Lawrence Technical High School

Ruth Freeman  
Westford Public Schools

Amy Gale  
Milton Public Schools

Shirley Gilfether  
Easthampton Public Schools

Sara Goldthwaite  
Quaboag Regional School District

Orin Gutlerner  
Match Charter Public School

Jennifer Hacker  
Waltham Public Schools

Sue Henry  
WestEd

Ryan Hoyte  
Waltham Public Schools

Dianne Kelly  
Revere Public Schools

Natalie Lacireno-Paquet  
WestEd

Leslie Laud  
thinkSRSD

Cathy Lawson  
SEEM Collaborative

Life LeGeros  
Milton Public Schools

Paul Maiorano  
Waltham Public Schools

Christopher Malone  
Revere Public Schools
In addition, ESE would like to thank the following organizations for attending the convening and sharing this opportunity with their members.

American Federation of Teachers-
Massachusetts
Massachusetts Association of School Committees
Massachusetts Association of School Personnel Administrators
Massachusetts Association of School Superintendents

Massachusetts Elementary School Principals Association
Massachusetts Secondary School Principals Association
Massachusetts Teachers Association Stand for Children

ESE also would like to thank each of you for taking time to attend this convening, for sharing the information with others, and for working on behalf of all our aMAzing educators and students.
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