Educator Performance Assessments

ESE Spring Convening
May 27 and 28, 2015
Presented by: Jennifer Briggs
Objectives for Today

★ Provide an overview of the Performance Assessment for Leaders (PAL)

★ Hear from the field about PAL

★ Activity: applying PAL to your world

★ Provide an overview of the Teacher Performance Assessment (TPA)

★ Activity: applying TPA to your world

★ Answer your questions
Massachusetts Performance Assessment for Leaders (MA-PAL)

★ MA-PAL: Principal/Assistant Principal licensure requirement

★ Purpose:
  ★ Evaluate the readiness of school leadership candidates for initial licensure in the Commonwealth
  ★ Based on actual experiences
  ★ Aligned to the Professional Standards for Administrative Leadership
Massachusetts Performance Assessment for Leaders (MA-PAL)

☆ Development Background:
  ☆ Partner: Bank Street College of Education
  ☆ Key Stakeholders
☆ Timeline:
  ☆ Year 1 (2012-13): Design and develop
  ☆ Year 2 (2013-14): Pilot
  ☆ Year 3 (2014-15): Field Trial
  ☆ Year 4 (Fall 2015): Begin full implementation
Massachusetts Performance Assessment for Leaders (MA-PAL)

4 Tasks:

- Task 1: Leadership through a Vision for Student Achievement
- Task 2: Instructional Leadership for a Professional Learning Culture
- Task 3: Leadership in Observing, Assessing, and Supporting Individual Teacher Effectiveness
- Task 4: Leadership for Family Engagement and Community Involvement
Massachusetts Performance Assessment for Leaders (MA-PAL)

Next Steps

★ Post-Field Trial:
★ Scoring and evaluating Field Trial responses
★ Setting cut scores
★ Updating support materials

★ Full Implementation: Fall 2015
Massachusetts Performance Assessment for Leaders (MA-PAL)

Preparation Program Provider Insight

★ Margaret McKay, Curry College  
★ Coordinator, Principal Supervisor Licensure Program
Questions?
Massachusetts Performance Assessment for Leaders (MA-PAL)

Activity: Small Groups

*From your perspective...*

- How would this task benefit/strengthen a school?
- What do you need to best support a principal candidate in their field-based experience and in completing PAL?
Teacher Performance Assessment (TPA)

★ TPA: needed for program completion
★ Purpose and Goals:
  ★ Create better alignment from preparation to employment
  ★ Prepare teacher candidates to be effective day one
  ★ Support teachers in improving their practice based on results
  ★ Measure teacher candidates’ practice in accordance with the PST
Teacher Performance Assessment (TPA)

★ Development Background:
★ Task Force / External Stakeholders
★ Partner Vendor: National Institute for Excellence in Teaching (NIET)

★ Timeline:
★ Year 1 (2014-15): Design and develop
★ Year 2 (2015-16): Pilot
★ Year 3 (2016-17): Requirement for candidate’s program completion
Teacher Performance Assessment (TPA)

- Follows the 5-step cycle from the Educator Evaluation Framework
- The use of some Elements within the Model Rubric
- Multiple measures to determine a Summative Rating
  - Measures of student learning
  - Observations
  - Student feedback
- Use of an Observation Protocol
Teacher Performance Assessment (TPA)

Next Steps:

- Guidelines to field
- Support and training materials
- Pilot 2015-16
Questions?
Teacher Performance Assessment (TPA)

Activity: Small Groups

From your perspective…. 

★ What do you believe is most essential for a teacher candidate to demonstrate as he/she completes the TPA?

★ What do you need to best support teacher candidates in their field-based experience and in assessing their performance?
For more information

★ PAL:
  ★ http://ma-pal.com/what-is-pal/overview/
  ★ http://www.doe.mass.edu/edleadership/pal/

★ TPA:
  ★ http://www.doe.mass.edu/edprep/

★ Please direct questions to Jennifer Briggs at: 781-338-3235 or at: jbriggs@doe.mass.edu
Thank you!