Massachusetts Teacher Performance Assessment (TPA)

**Background:**
In February 2014, the Department convened a Teacher Performance Assessment Task Force made up of stakeholders working in K-12 schools and preparation programs across the state to provide a recommendation to ESE and the Commissioner on a teacher performance assessment in Massachusetts. Based in part on the considerations from the Task Force and the need to create better alignment from preparation to employment, Massachusetts decided to develop its own performance assessment for teacher candidates. We began work in December 2014 with the National Institute for Excellence in Teaching (NIET) to build a valid and reliable teacher performance assessment system (TPA) and associated training resources that will set a high bar for our teacher candidates and providers, and align with other educator effectiveness policies in the Commonwealth.

**Goals:**
The goals of the TPA are:
- To ensure teacher candidates are ready to make impact with students,
- To measure teacher candidates’ practice across a range of key indicators as outlined in the [Guidelines for the Professional Standards for Teachers](#), and
- To support the teachers in improving their practice based on the results.

**Stakeholder Outreach:**
Beginning in December 2014 and through April 2015 we conducted interviews and focus groups with key stakeholders from K-12, preparation programs and other key stakeholders to solicit information and feedback on building the new TPA system. An Advisory Committee, consisting of the members from the Task Force as well as two additional members, had their first meeting in February 2015. The role of the Advisory Committee is to provide specific actionable feedback on the TPA and the process. The final Advisory Committee meeting will be held in June 2015 when we expect to collect feedback on a complete draft TPA system that will be released at the end of June 2015.

**The TPA System:**
As we work to finalize the TPA system in alignment with the MA educator evaluation model system and with feedback from the Advisory Committee, we expect that the new system will include the following:
- Use of some Elements within the [Teacher Evaluation Model Rubric](#);
- Use of an Observation Protocol and supporting documents;
- Use of multiple measures in support of determining a Summative Rating:
  - Measures of student learning
  - Observations
  - ESE Student Feedback Surveys
- Use of the [5-step cycle](#) from the MA Educator Evaluation Framework; and
- Training resources including videos and other materials to support consistent implementation across all organizations. Anticipated release for these resources is fall 2015.
TPA Pilot:
Once the TPA system has been released in late June, ESE will continue working with key stakeholders to develop the series of resources to support implementation of the pilot in the 2015-16 academic year.

The pilot of the new TPA will be required of all organizations with approved teacher preparation programs. Although not all programs within an organization will be required to participate in the pilot, we expect at least one or more programs (with ten program completers or more) within an organization to participate. Organizations may choose to pilot materials beginning in the fall semester or choose to do so only in the spring practicum season. All results from the pilot will be submitted to ESE electronically. The submission requirements and platform for submitting those results will be forthcoming.

The TPA will be required for all initial teacher licensure programs with the exception of:
- Reading Specialist
- Academically Advanced Specialist
- Speech and Hearing Disorders

Further information about the expectations for these programs will be outlined when the TPA system is released in June 2015.

Following the TPA pilot in 2015-2016, successful completion of the TPA will be a requirement for candidates’ program completion beginning the 2016-2017 academic year.

For Additional Information:
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For additional information about the MA Educator Evaluation system, please refer to the ESE website at http://www.doe.mass.edu/edeval/.