DDM Technical Assistance and Networking Session

July 11, 2013
**Today’s Agenda**

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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</thead>
<tbody>
<tr>
<td>9:00am – 9:10am</td>
<td>Arrival and “Do Now” Poster Activities</td>
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<tr>
<td>9:10am – 9:25am</td>
<td>Introductions and Orientation</td>
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<td>9:25am – 9:40am</td>
<td>District Best Practice Sharing</td>
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<tr>
<td>9:40am – 10:25am</td>
<td>Table Talk 1 – Minimum Pilot Requirements</td>
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<td>10:25am – 10:35am</td>
<td>Gallery Walk</td>
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<td>10:35am – 10:45am</td>
<td>Whole-group Share</td>
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<td>10:45am – 10:55am</td>
<td>Transition</td>
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<tr>
<td>10:55am – 11:40am</td>
<td>Table Talk 2 – Choice</td>
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<tr>
<td>11:40am – 11:50am</td>
<td>Gallery Walk</td>
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<tr>
<td>11:50am – 12:00pm</td>
<td>Closing</td>
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Intended Outcomes

Participants will:

☆ Connect with colleagues from other districts around critical planning and implementation questions related to the piloting and eventual implementation of District-Determined Measures (DDMs)

☆ Identify clear next steps and information to bring back to their district teams.
Our Mission

To improve professional growth and student learning, ESE is committed to ensuring the success of the statewide Educator Evaluation framework by providing educators with training materials and resources, meaningful guidance, and timely communications, and by engaging educators in the development and ongoing refinement of the framework.
Three Key Strategies

Teach

Teaching the components of the Educator Evaluation framework and sharing implementation resources to build capacity within districts and schools.

Learn

Learning from and with educators about their successes, challenges, and needs to ensure educator voices are reflected in Educator Evaluation policies and practices.

Connect

Connecting and aligning Educator Evaluation implementation with other state and district initiatives to improve professional growth and student learning; Creating opportunities for educators to connect and share with one another and ESE.
How do DDMs fit into the MA Educator Evaluation Framework?

Summative Performance Rating
- Exemplary
- Proficient
- Needs Improvement
- Unsatisfactory

Student Impact Rating
- High
- Moderate
- Low
Student Impact Rating

★ Options:

★ Statewide growth measure(s) must be used, where available

★ District-determined Measure(s) of student learning comparable across grade or subject district-wide.

★ For educators whose primary role is not as a classroom teacher, the appropriate measures of the educator's contribution to student learning, growth, and achievement set by the district.
Student Impact Rating

<table>
<thead>
<tr>
<th>Summative Rating</th>
<th>Exemplary</th>
<th>1-yr Self-Directed Growth Plan</th>
<th>2-yr Self-Directed Growth Plan</th>
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<tbody>
<tr>
<td>Proficient</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Needs Improvement</td>
<td></td>
<td></td>
<td>Directed Growth Plan</td>
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<tr>
<td>Unsatisfactory</td>
<td></td>
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<td>Improvement Plan</td>
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Rating of Impact on Student Learning

Low | Moderate | High
Revised Implementation Timeline

- Commissioner’s Memo - 4/12/13
- **2013-2014** - districts pilot and identify DDMs
- **2014-2015** - districts implement DDMs and collect the first year of trend data
- **2015-2016** - districts collect the second year of trend data and issue Student Impact Ratings for all educators
- Districts positioned to accelerate the timeline should proceed as planned.
ESE Supports for DDMs

★ Partnership with WestEd
  ★ Support development of core course objectives for almost 100 separate grades/subjects or courses
    ★ Public comment periods July 8th-12th and July 29th-Aug. 2nd
  ★ Identify and evaluate promising measures, tools, tests, rubrics, etc.
    ★ Submit example assessments

★ Assessment Literacy Webinar Series
  ★ Webinar 4: Building, Buying or Borrowing DDMs
    ★ July 18th, 4-5pm

★ Additional Resources and Guidance on ESE’s DDM Webpage: http://www.doe.mass.edu/edeval/ddm/
District Best Practices
Table Talk Round 1 (40 min.)

★ Work with your table to discuss the 5 minimum pilot areas
★ Possible group roles: facilitator, timekeeper, recorder
★ Use handout to jot down your district plans to meet the requirements (light blue boxes) and collect ideas from others
★ Record group ideas on poster in preparation for gallery walk
Table Talk Round 2 (40 min.)

★ Choose one of the following topics:
  ★ Constructing a DDM Pilot Plan
  ★ Evaluating Content Alignment
  ★ Evaluating Technical Quality
  ★ Considering Indirect Measures of Student Growth for Some Educators

★ Possible group roles: facilitator, timekeeper, recorder
★ Use handout to collect ideas from others
★ Record group ideas on poster in preparation for gallery walk