Massachusetts Department of Elementary and Secondary Education

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Network for Transforming Educator Preparation (NTEP)

As one of seven states chosen by the Council of Chief State School Officers (CCSSO) to participate in a two-year pilot focused on transforming educator preparation and entry systems into the profession, Massachusetts can lend additional momentum to the major initiatives we have underway already across the Commonwealth.

Massachusetts' overall objective in joining this pilot is the prospect of leveraging opportunities for implementing CCSSO's 10 recommendations. The work of preparing our future educators is essential to maintaining and furthering the strong system of elementary and secondary education that Massachusetts provides our young citizens. In Massachusetts, we have a strong history of achievement among our students. As we transition to the use of the Curriculum Frameworks with the Common Core embedded in those Frameworks and as we continue our Rethinking Equity in the Teaching of English Language Learners (RETELL) and our implementation of a new educator evaluation system, it is even more critical that our educator preparation programs for teachers and leaders prepare educators who are ready to hit the ground running when they enter classrooms.

By October 2015 Massachusetts will have built:

- A performance-based licensure system that includes standards and indicators that are assessed and aligned with educator evaluation.
- An educator preparation program review and approval system that: 1) is based on evidence, 2) allows for differentiation based on program effectiveness and 3) supports continuous improvement and enhancement through the use of data.
- A link between licenses and district work assignment, including handbooks and training to support stronger data collection and analysis, and data sharing nationally.

Project milestones for Massachusetts 2-year (October 2013-October 2015) plan:

Policy Bucket	10/2013-4/14	5/2014-9/14	10/2014-5/15	5/2015-10/15
Licensure: ***Teacher Performance Assessment***	• Teacher performance assessment research and analysis complete and Task Force convened.	• Recommendations from Task Force sent to Commissioner and Vendor identified to execute work.	• Teacher performance assessment work being executed by vendor and a pilot plan is in place.	• The new teacher performance assessment is being piloted.
Licensure: ***New Standards and Indicators***	• Revised standards approved by the Board of Elementary and Secondary Education and working groups convened to develop indicators .	• Guidelines with indicators based on standards are finalized	• Technical assistance is being provided by ESE to preparation programs as they embed new standards and indicators into programs.	• Programs are being finalized to include the new standards and indicators for full implementation in July 2016.
Licensure: ***Performance-Based Licensure System***	• Consultant identified to outline options for performance-based licensure system	• Recommendations from Consultant on new performance-based licensure system are complete.	• The proposed performance-based licensure redesign is being vetted with stakeholders.	• Statutory and/or regulation changes needed for the new performance-based licensure system have been approved.
Policy Bucket	**10/2013-4/14**	**5/2014-9/14**	**10/2014-5/15**	**5/2015-10/15**

Program Approval: ***Data Use Training***	• Best practices identified and a plan in place to: 1) support programs in using data for continuous improvement, 2) data use training for programs and educator candidates, and 3) build internal capacity.	• 2-3 educator preparation programs identified to build tools and lead training sessions for other programs on data use and data inquiry activities and training conducted for internal staff.	• Training sessions with preparation programs are being conducted and data sharing and inquiry tools are in place for internal staff use.	• State Annual Reports and program reviews demonstrate use of data for program improvement.
Program Approval: ***Build Evidentiary-Base***	• Toolkit for sponsoring organizations that includes evaluation tools for program approval is complete and reviewer overhaul and implementation (e.g., new recruitment and selection process) plan is in place.	• New web-based review system is complete and preparation programs have been trained, and reviewer selection and training is complete.	• Reviews of the next cohort using the web-based review system, new rubrics and reviewer selection and training process are conducted. • Draft of key performance metrics for program approval is shared with preparation programs and stakeholders.	• Feedback from preparation programs on resources is collected, key performance metrics are added to the program approval guidelines, EPPL staff use performance metrics for regular program monitoring and review, and cohort reviews show evidence of differentiation among programs based on program effectiveness.
Data Collection, Analysis and Reporting: ***Map License and Employment***	• Draft data table for matching educator license and area of preparation (ELAR) and employment (EPIMS) is complete.	• Feedback received and incorporated into table and is built into the P-20 system to allow links between licenses, preparation and work assignments		
Data Collection, Analysis and Reporting: ***National Educator Data Sharing***	• Multi-state effort to share educator data is moving forward.	• Scope of Massachusetts' involvement and necessary data elements for data sharing is determined.	• Technical capacity to share educator data with the multi-state network is established	• Data about where MA program completers are employed nationally is charted and shared.
Data Collection, Analysis and Reporting: ***ELAR Handbook***	• Determination made of whether in-house IT staff can support and/or work with Consultant to develop handbook, and work has begun to develop the handbook.	• External and internal handbook is complete.		

<u>Massachusetts has outlined a stakeholder engagement plan that includes:</u>

- An Internal Steering Committee: 6 ESE and DHE staff members and their work will include:
  - Participation at three NTEP meetings annually
  - Lead and execute Massachusetts Implementation Plan
- A Stakeholder Working Group: 13 members representing: preparation programs, K-12 districts, unions and professional organizations and associations and their work will include:

    - Engage in two face-to-face meetings annually
    - Individually participate in projects based on interest survey
    - Work with Steering Committee on defining “learner ready” in Massachusetts
    - Review and provide feedback on the state progress report submitted to CCSSO
    - Ensure effective implementation of stakeholder engagement plan identified for each project
    - Engage with membership organizations represented by members to move projects forward with stakeholder feedback and support
- Development of task forces (made up of individuals representing a broad group of stakeholders) to support moving the projects (licensure projects numbers: 1, 2 and 3) and work forward
- Targeted outreach and feedback from, including, but not limited to: The Massachusetts Association of Colleges for Teacher Education (MACTE), Commonwealth Education Deans Council (CEDC), Standing Committee for Professional Education of the Council of Presidents for the State Universities (SCOPE) and other professional associations
- Work with the six other NTEP states