SPOTLIGHT: Field Feedback Survey

Each spring, ESE’s Educator Preparation Team solicits feedback from all of our Sponsoring Organizations about the efficacy of our work with the field to improve educator preparation in Massachusetts. The Field Feedback Survey drives and shapes our work from year to year. After analyzing this year’s data and using it to plan for 2016-17, we want to share our reflections and next steps with you.

Proud Accomplishments:

- 97% of respondents indicated that our communication was always or usually consistent over time. This is an increase of almost 6% from 2015 and more than 10% since 2014. This has been a major focus of the Ed Prep team over the last three years and so we were thrilled to see a steady increase in this data.
- No one listed the 2016 State Annual Report as the least effective interaction with ESE this year. This is a marked improvement given that it was cited 14 times in last year’s survey. We responded to that feedback by building a streamlined method for collecting SAR data using SurveyGizmo.
- The Formal Review continues to be our highest rated initiative by the field. As the core of our work as a state agency, we are particularly proud to see that the efforts in this area are consistently rated as proficient or exemplary by our field.

And yet, there is always more to do. Below are some of the big areas that we are hoping to improve upon in 2016-17.

Clarity of Communication:
Throughout the qualitative components of the data, it became increasingly evident that while the field appreciates the frequency of communication and acknowledges the quality of it, the quantity can be daunting. Here are three changes you can expect:

1. Standard templates for any Ed Prep announcement. From now on when you get an email from us, it will be consistently organized with a section for “Actions to be Taken” and “Background/Context.” It is our hope that a familiar structure and clearer headings for the content will help you more easily and quickly navigate our communication.
2. Updating the ESE contact list. We want to be sure that each communication is getting to the person best suited for the message. See more about this effort in our Continuous Improvement section below.
3. Updating our website and adding an Ed Prep Calendar to our homepage. This will help you more easily navigate to resources on the web and stay up to date about all of the initiatives and goings-on relative to Ed Prep. We will update the calendar regularly.

CAP Support:
Of our initiatives, the Candidate Assessment of Performance received the least

Calendar

- August 15: CAP Implementation Support application closes
- August 19 (ESE): CAP Online Platform Training session
- August 31: Ed Prep Primary Contact Survey deadline
- September 14 (ESE): Program Supervisor Working Group
- September 19: Student Teaching Partnership Consortium application closes
- September 21 (ESE): Formal Review 2017-18 Cohort launch
- September 29 (Worcester): 2nd Formal Review 2016-17 Reviewer Training
- September 29 (Marlboro): Kick-off event for our Teacher and Principal Advisory Cabinets
favorable ratings across the board for: initial and ongoing communication, follow through on commitments and deadlines, usefulness of resources, and timelines. We anticipated this data and have taken the following steps:

- Launched the [CAP Implementation Support Cohort](#) opportunity with the field in May of this year. By participating, Sponsoring Organizations will receive direct and deeper technical assistance for CAP during 2016-17. If you have not already applied, we encourage you to do so! We extended the deadline to Monday, August 15th at noon. (More details are [here](#).)
- Allocated additional staff capacity to supporting this work. Claire Abbott, formerly a member of our Educator Evaluation team, is now spearheading our efforts and support in this area. We are also onboarding an additional staff member to support Claire.

We are grateful for your ongoing partnership and collaboration. Thanks again to the many of you that took the time complete the survey. We are looking forward to another engaging and productive year!

**Online Calendar**
This feature will launch on our [frontpage](#) in the coming weeks. We will provide information on collaboration opportunities, training sessions, presentations, working group meetings, deadlines, and other important dates. Please [contact us](#) if you want us to include an event on our Ed Prep Online Calendar!

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**CAP Happenings**

*During the 2016-17 academic year, we’re dedicating an entire section of our quarterly Newsletter to updates and resources to support implementation of the Candidate Assessment of Performance (CAP).*

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**Online Calibration Training Tool**

We are excited to release an innovative new training tool to support CAP implementation: the [Online Calibration Training Tool](#). As part of this training resource, participants watch a video of classroom instruction from ESE’s [Calibration Video Library](#), individually assess the educator’s practice related to specific elements from the [CAP Rubric](#), and provide the educator with written feedback using an online form. Through real-time data displays, participants then come together to see how their conclusions compare to each other, as well to those of educators from other sponsoring organizations and districts throughout the state. This calibration activity promotes a shared understanding of effective practice as well as actionable feedback—two critical components of high quality preparation, supervision and evaluation.

Sponsoring Organizations can integrate this innovative training tool into upcoming professional development in three ways:

- **focused calibration** for program supervisors and supervising practitioners on CAP’s Six Essential elements,
- **calibration** to develop a shared understanding of high quality written feedback, *and/or*
- **joint district/ed prep calibration** to define common expectations of practice.

The tool is open source and [available here](#). We thank all of the organizations who piloted the tool with us last spring. Your feedback was invaluable and your data should still be available to build upon! For those of you who are new to the tool, we hope you find it to be a useful resource as you launch the 2016-17 school year and we look forward to your feedback.

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**CAP Support Resources:**

- Guidelines with Audio Deep Dives *(updated June 2016)*
- Handbook
- Online Calibration Training Tool
- Online Platform User Guides
- [CAP Implementation Support Cohort](#)
- Updated FAQ’s
- Student Feedback Surveys Advisory
- Student Feedback Online Survey Templates
- Examining the Roles of Supervising Practitioners and Mentors

**FORTHCOMING:**

- Training Sessions

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**Online Platform**

In the 2016-17 academic year, all Sponsoring Organizations will be required to use the [CAP Online Platform](#) for reporting purposes. Sponsoring Organizations may also opt to use the platform in support of the full 5-step cycle. We encourage Sponsoring Organizations to make
Opportunity: CAP Implementation Support Cohort application deadline extended to August 15!
We are offering hands-on assistance to the members of our CAP Implementation Support Cohort. In a creative thought partnership with ESE, cohort members will share their challenges and opportunities and we will provide them with targeted technical assistance.

Benefits to your Organization:
- Two day-long strategic planning sessions with ESE and national experts
- Structured two-way feedback platform to share opportunities and challenges with CAP
- Direct access to ESE team for time-sensitive technical assistance
- Input into ESE’s resource development
- Early access to new resources under development

Participants may be individual Sponsoring Organizations or small groups of organizations (maximum of 8) with a common implementation objective or focus. We are building an exciting group and hope that you can be a part of it. We encourage you to apply here.

Revised CAP Guidelines
On June 30, we released our revised CAP Guidelines. The two main objectives of our revisions were to streamline (they are now just 36 pages) and to synthesize the great feedback we have received from the field.

CAP Handbook is now available
While the CAP Guidelines provide “the what” and “the why” behind CAP’s requirements, the Handbook provides “the how,” such that all key participants in the process have an easy resource to guide them through CAP from start to finish. The full guidelines are designed to be printer-friendly. Additionally, on our website, all forms are neatly organized and ready to download. We hope that the Handbook makes the implementation of CAP smoother by promoting a shared understanding of the expectations and requirements throughout the assessment.

Opportunity: Apply for our Student Teacher Partnership Consortium!
Several projects funded by our EPIC grant are designed to help cultivate strong partnerships between Sponsoring Organizations and their local districts. When your prep program has a strong alignment with the needs of your local district, your candidates will be better prepared for the realities of the classroom. Productive partnerships also improve hiring, retention, and student outcomes.

Our Student Teacher Partnership Consortium will spend one year together in a professional learning network working to promote high-quality training, development and support of teacher candidates through well-coordinated student teaching placements. In addition to strengthening your own partnerships, the benefits of joining the Consortium are:
Three day-long strategic planning sessions facilitated by ESE
A network of knowledgeable peers to learn from and share ideas
Documentation of outcomes and work to share with other districts and organizations
Access to specially-designed data reports
Opportunities for additional funding and resources to sustain partnerships over time

Please apply! Consortium applicants are ideally district/sponsoring organization partners, whether the relationships are newly formed or well-established. Individual districts interested in pursuing a comprehensive student teacher placement model are also encouraged to apply. The deadline is September 19th, 2016.

News Items & Updates

Licensure Update
For the second consecutive June, the Office of Educator Licensure (OEL) reviewed a record number of applications. OEL completed an astonishing 11,953 reviews to go along with a record 5,621 endorsements and licenses issued. These numbers are due in large part to the “batch season” of processing applications from recent program completers. In most instances, OEL has been able to process batches within a week of receipt and has been able to issue credentials to a majority of applicants. However, here are a few “pitfalls” that a candidate may face with their application:

- the applicant has not applied for the SEI Endorsement;
- the applicant’s undergraduate transcripts are not on file in ELAR;
- the applicant’s undergraduate transcripts are in a different name and there is no “proof of name change” on file in ELAR; and/or
- the candidate has not yet applied for licensure.

We appreciate the programs that have facilitated the upload of documents into ELAR electronically and those batches have been placed on a fast track. To assist you in preparing a batch that leads to a 100% success rate, please refer to our batch advisory.

Upcoming changes to the Needs Assessment Process
In response to feedback from the field, the updated Needs Assessment policy will take effect this fall. We are currently revising guidance to reflect these shifts and to better support Sponsoring Organizations undergoing Needs Assessments by streamlining the process for all involved. We will share the updated advisory this fall. Keep an eye out for it in your inbox.

Other EPIC Opportunities
The CAP Implementation Support Cohort application closes on August 15.

Coming Up
Partnership Innovation Fund: To spearhead creative and impactful work, we will be offering grants to partnerships between prep organizations and school districts that demonstrate potential. Applications will open in August and close on November 30th. More details to follow!

We are sad to see two of our team members leave ESE but happy to report that they are returning to the classroom. Campbell McLean, who has served on our review team and led our reviewer recruitment efforts, will be teaching middle school English and Social Studies in Boston. Jennifer Briggs, who has been critical to the successful development and implementation of CAP, will be a middle school math coach in Natick. Best wishes to them both! We have already begun the process of hiring and onboarding new staff to keep the work moving forward. You should feel no interruption in our support to your organization.

Fond Farewell
Educator Preparation Stakeholder Surveys
We administered four Educator Preparation Stakeholder Surveys this summer. We are excited about the high response rates for each group:

- Candidates (at the point of program completion) – 25% response rate (n=577)
- Completers (one year after program completion) – 19% response rate (n=388)
- Supervising Practitioners (who supervised a candidate during their practicum) – 28% response rate (n=640)
- Hiring Principals (who hired a teacher candidate) – 52% response rate (n=1077)

This fall, we will send each Sponsoring Organization a report on all of their stakeholder groups that provided six or more responses. These data will provide Sponsoring Organizations with an incisive view of the perceptions of their candidate readiness, particularly in relation to the PSTs and several key Program Review Criteria. We will also publish a statewide report this fall.

Additionally, we created a survey page that hosts downloadable blank copies of each survey, short form versions of the surveys, and a survey to gauge candidate preparedness to teach ELL students. Our goal is to provide the field with survey tools that can provide meaningful and actionable data. We encourage Sponsoring Organizations to utilize our survey resources during their continuous improvement process. The survey items underwent robust development and psychometric vetting prior to release to ensure they are valid and reliable. For more information on how we developed these surveys, see our Stakeholder Survey: Development & Validation memo.

Your Completer Employment Data
Did you know you can learn about the districts that your completers are teaching in? Edwin report EP801: Candidate List with up to 5 Years of License and MA Public Employment will show you data organized by year, program, school, grade level, and assignment your completers are working in (note: this is for candidates who seek employment in a Massachusetts public school only). This data will help you answer the following research questions:

- Where are our completers going?
- Are there commonalities between these schools?
- Are our candidates gaining employment where they did their student teaching?
- Are our candidates being adequately prepared by our program for the type of environment they are seeking employment in?

Try out Edwin Report 801 today!

Reminder! Educator Evaluation Data on Public Profiles
This fall, Sponsoring Organizations’ Educator Evaluation ratings will be posted on ESE’s public profiles. Sponsoring Organizations have had access to this data for more than a year through the Edwin Analytics Report EP703. As required by the Board of Elementary and Secondary Education through 603 CMR 7.00, ESE is responsible for publicly reporting the summative evaluation ratings annually. As is the case with other data publicly available on the profiles, Sponsoring Organizations will have the opportunity to provide necessary context relevant to the data prior to release. Sponsoring Organizations will be able to access this data on their public profiles later this fall. Data will be aggregated at the program and Sponsoring Organization level. Stay tuned for more information.
Ed Prep’s Continuous Improvement

Improving Our Communication
We require all currently approved Sponsoring Organizations to maintain up-to-date contact information with us. This is particularly important given the evolving nature and content of communication we send out on a regular basis. Please carefully review and assess your internal communication structures to ensure that ESE information is shared and distributed to the proper channels in your organization. For detailed information about the different roles that we target with our communication, please see our advisory here.

Please complete this form by August 31st. If you need to update contact information at any point during the course of the year, please email edprep@doe.mass.edu.

Improving Our Website
We are upgrading the quality and clarity of our Ed Prep website. We want our resources to be easy to find, easy to understand, and immediately helpful. Updates include:

- New District/Prep Partnerships page
- Revised CAP Guidelines & Handbook
- CAP forms available for individual download
- CAP Online Platform with User Guides
- CAP Online Calibration Training Tool
- Stakeholder Surveys page with downloadable surveys customizable for your organization
- Updated 2016-17 Formal Review Evaluation Tools
- Reorganized sidebar to make navigation easier
- Coming soon! New frontpage
- Coming soon! Ed Prep Calendar

If you have any comments or suggestions about our website, please email us! We want it to be a valuable resource for you.

MASSACHUSETTS TESTS FOR EDUCATOR LICENSURE®

We are pleased to announce that after a thorough review and negotiation process, ESE has contracted with the Evaluation Systems group of Pearson to offer the Massachusetts Tests for Educator Licensure (MTEL) program for the next five years. The new contract reflects recommendations from the field for program enhancements. The contract reduces test taker fees while adding a significant number of new products and services for stakeholders. ESE will continue to coordinate and be involved in all aspects of the testing program and approve all program activities. Key program activities and updates that will be implemented over the course of the contract include:

- Reduced test fees,
- 2,000 test fee vouchers (doubling over our current contract) to be distributed to educator preparation program providers for their candidates with financial need,
- Test updating and new development, including free downloadable full-length pdf practice tests for every field with analysis of correct/incorrect responses,
- A Department-issued MEPID (Massachusetts Education Personnel Identifier) on the score reports and scoring information for each examinee,
- Reduction in score report turnaround time for the SEI and ESL tests, and
- Additional computer-based test-taking features such as underlining and strike-out options.

This month, we are sending test schedule flyers for 2016-17 to Sponsoring Organizations. Also, we redesigned the Ed Prep section of the MTEL website to be the first stop for Sponsoring Organizations that are looking for MTEL resources, including information on advising students and interpreting and using candidate performance results. We always welcome MTEL feedback. Please remember to regularly check the MTEL website for updates.
The Department of Elementary and Secondary Education is committed to preparing all students for success in the world that awaits them after high school. Whether you are a student, parent, educator, community leader, taxpayer, or other stakeholder interested in education, we invite you to join us in this endeavor.

**We are guided by this mission...** “To strengthen the Commonwealth’s public education system so that every student is prepared to succeed in postsecondary education, compete in the global economy, and understand the rights and responsibilities of American citizens, and in so doing, to close all proficiency gaps.”

**And by these goals...**

- *Strengthen curriculum, instruction, and assessment*
- *Improve educator effectiveness*
- *Turn around the lowest performing districts and schools*
- *Use data and technology to support student performance*

To receive the quarterly Educator Preparation Newsletter in your inbox, please send an email to: EdPrep@doe.mass.edu