

September 2021 Welcome Letter from the Office of Educator Effectiveness

We are excited to share with all of you our first welcome letter to our educator preparation programs. This letter is designed to be an annual letter that communicates priorities and commitments for the [Office of Educator Effectiveness](#) (EE), provides key updates/reminders, shares introductions to members of the EE team and communication structures, and includes links to resources for the 2021-22 academic year. This first annual letter will be posted to the DESE website, and is a document that can be referenced throughout the year. We look forward to our continued partnership with all of you as we continue to move our collective work forward in 2021-22.

This September 2021 Welcome Letter includes the following information:

- [EE Mission, Vision, and Theory of Action](#)
- [2021-22 EE Priority Initiatives](#)
- [Educator Preparation Annual Updates & Reminders](#)
- [MTEL Updates & Panel Member Participation Information](#)
- [Licensure Office Updates](#)
- [Additional Resources](#)
- [Ed Prep Communications Structures for 2021-22](#)
- [Meet the Educator Effectiveness Team!](#)

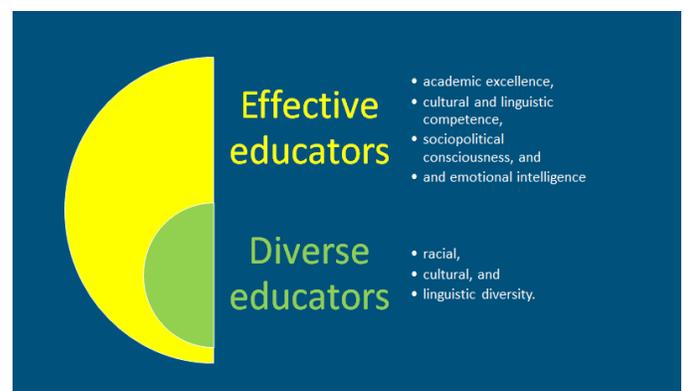
EE Mission, Vision, and Theory of Action:

The Office of Educator Effectiveness (which is housed within the [Center for Instructional Support](#)) is committed to the following:

Mission: We work to create the conditions that support the preparation, development, and retention of a diverse and effective educator workforce so that all of our students thrive.

Values: We in the Office of Educator Effectiveness are committed to each and every student in the Commonwealth thriving through access to diverse and effective educators, defined as educators who nurture and cultivate academic achievement, cultural and linguistic competence, sociopolitical awareness, and emotional intelligence.

Theory of Action: *If* we are consistent over time in interrogating, creating, and implementing policies and practices in partnership with school communities and in alignment with this mission and our values, *then* all students in MA public schools will have educators that nurture and cultivate academic achievement, cultural and linguistic competence, sociopolitical awareness, and emotional intelligence, *thereby* contributing to disrupt systemic inequities, in particular for Black, Latinx, Asian, Indigenous, and Multiracial students and educators who have been most harmed through existing and historical policies and practices.



2021-22 Priority Initiatives

As we look to the coming year, the following are **priority initiatives** within the Office of Educator Effectiveness:

- **Program Approval Updates** - DESE is developing the next iteration of program approval grounded on a foundation of antiracist practice with deeper instruction and program-level expectations, including a focus on curricular literacy, effective administrative leadership, and early literacy preparation.
 - o **Curriculum Matters** – A statewide initiative to expand access to high-quality, standards-aligned curricular materials, [Curriculum Matters](#) is intended to ensure that all students in Massachusetts enjoy the many benefits of a strong curriculum, and that all educators are positioned to identify and skillfully use high-quality, standards-aligned curricular materials.
 - o **Updates to Administrative Leadership Standards and Expectations** - [Updates](#) are designed to reflect recent research confirming the important role of school and district leaders, disrupt historical patterns of racial inequity, and promote the use of evidence-based practices.
 - o **Early Literacy** - Aligned to the principles of [Mass Literacy](#), our commitment to strengthening early literacy instruction from preparation through employment is a statewide effort to empower educators with the evidence-based practices for literacy that all students need.
- **Educator Evaluation** - DESE is committed to integrating core principles of culturally responsive and evidence-based practice into our understanding of and expectations for effective teaching and leading through updates to the [model rubrics](#) for educator evaluation.
- **IES LDS Grant** - DESE is examining the extent to which Massachusetts' teacher preparation and licensing systems produce educators who are effective in improving outcomes for students of color. With support from USED's Institute of Education Sciences, this [3-year research study](#) centers the experiences of students of color, defines outcomes beyond standardized test scores, and identifies characteristics of educators who have the greatest impact.
- **MTEL Updates** - DESE is working in partnership with our testing vendor, Evaluation Systems of Pearson, and educators in our PK-12 schools and institutions of higher education as we continue to [update our MTELEs](#) in alignment with the [Subject Matter Knowledge Guidelines](#) and [MA Curriculum Frameworks](#).
- **Pilot of Alternative Licensure Assessments** - We are continuing to rollout this important [pilot](#) over the next three years as we work to make additional alternative assessments available to educator candidates.

Annual Updates/Reminders:

The following table includes reminders and due dates for annual updates and other responsibilities associated with educator preparation programs. We hope this is a helpful resource for organizational planning purposes.

Update/Reminder	Due Date/Timeline
Update contact information for DESE to ensure your SO receives all necessary communications.	Update as staff shifts at your organization
Identify the Directory Administrator for your SO.	ASAP
Review your DESE Profiles . Updates from 2016-2017 will be made in October 2021 and will be updated annually going forward. Updated Profiles will include MTEL retake data from Edwin reports.	September 30, 2021
Update/Verify all EarlyID data to ensure that it accurately reflects your enrollment/completion data. This data will be sent to Pearson on October 15, 2021 to support the generation of SO MTEL pass rate data for Federal Title II reporting. If the data is inaccurate when the data is extracted by DESE, you will then need to update with Pearson and in EarlyID.	October 15, 2021
Verify MTEL pass rate data in Pearson's system. As a reminder: the username and ID for Pearson is different from the login information for EarlyID.	04/30/2022 <i>Available in January</i>
Submit data via SAR/Title II survey. Link and requirements to be sent by DESE in February 2022.	04/30/2022 <i>Available in February</i>
Submit annual Candidate Assessment of Performance (CAP) data. For those using the Online Platform , all cycles must be complete by 07/15/2022. For those not using the Online Platform, all data must be uploaded by 07/15/2022.	07/15/2022 <i>Available all year</i>

2021-22 MTEL Updates and Panel Member Participation Information

MTEL Updates	Test/Date
We are seeking Massachusetts educators to participate in the following MTEL Item Review Committees	<ul style="list-style-type: none"> ● Elementary Mathematics – October 26th & October 27th ● Earth and Space Science – November 17th and 18th
We are also seeking Massachusetts educators to participate for the following Qualifying Score Conference	<ul style="list-style-type: none"> ● Digital Literacy & Computer Science – November 8th & 9th
We are also working to schedule the following MTEL Item Review Committees and seeking Massachusetts educators for these as well.	<ul style="list-style-type: none"> ● Bias Review ● Secondary Mathematics ● Middle School Mathematics ● Physics ● General Science ● Technology/Engineering ● Biology ● Chemistry ● English ● Early Childhood ● Middle School Humanities ● General Curriculum ● History/Social Science ● Reading Specialist

Panel Member Participation Information

Committees will typically meet over the course of two days, from 7:30 a.m. to 5:00 p.m. each day.

We seek participants who are:

- Committed to centering racial equity in their teaching and/or leadership;
- Educators who hold a license in one of the fields above and who have recently worked in classrooms and/or faculty from educator preparation programs.

We are committed to centering voices in these MTEL committees who have been historically marginalized in public education. To that end, we strongly encourage Black, Indigenous, LatinX, Asian other educators of color, and members of other historically marginalized groups to apply.

If you are interested in serving on one of the above committees, [please complete an application here](#).

Benefits of Participation Include:

- Receive substitute reimbursement for your school (public school educators only),
- Have the opportunity to make a difference in Massachusetts teacher development and performance,
- Have the opportunity for professional growth and collaboration with educators in your field.

We look forward to receiving your application soon. If you have questions or need additional information, please contact Robyn Kaczowka at evaluationsystemscrg@pearson.com.

Licensure Office Updates:

Update	Description
Batch Process	<p>DESE offers the batch process for approved programs. However, batching may not be necessary given the following:</p> <ul style="list-style-type: none">- the ability for applicants and authorized program staff to upload transcripts and other supporting documents,- the electronic endorsement of the program- the new ability to verify a bachelor's degree when it has been earned at your institution, and- reduced processing times in the Licensure Office. <p>TIP: when submitting a batch, check candidates' status in ELAR prior to submitting the request since many candidates have already been licensed by the time the Licensure Office receives the batch.</p>
Emergency License	<p>The last day to apply for and receive an Emergency license is Sunday, December 12, 2021. News Article - Massachusetts Department of Elementary and Secondary Education. The Department is sending letters to Emergency license holders and Principals that have hired Emergency license holders in an effort to support their moving to an initial or provisional license.</p>

Additional Resources:

Resource	Description
Annual reporting cycle	This visual communicates the annual cycle of data collection and reporting.
Edwin Analytics - Reports are designed to support ongoing continuous improvement efforts.	The platform for issuing Edwin reports has been updated. Accessing these reports remains the same and many of the reports look very similar as we aimed to balance consistency with enhancements to improve your Edwin experience. DESE was able to make improvements to some reports based on feedback from SOs.
Ed Prep Policy Advisory - April 2021 COVID-19-Related Impacts on Ed Prep in 2021-2022	This advisory provides guidance on policy and practice implications for educator preparation for the 2021-2022 school year, given the continued impacts related to the COVID-19 state of emergency and related concerns surrounding the public health pandemic.
DESE Profiles	Updated data will be posted on the EdPrep Profiles page in October and annually going forward. Updated Profiles will include MTEL retake data from Edwin reports.

Communication Structures for 2021-22:

To ensure equitable access to information, the following communication channels will be used in 2021-22 to provide timely updates and to learn more about the ongoing work at Sponsoring Organizations.

Monthly Open Meetings See 2021-22 schedule here	These are opportunities to share updates from DESE, and for EdPrep colleagues to share with and learn from one another. <i>This is not a space for questions about individual SO challenges/specific candidates.</i>
Massachusetts Association of Colleges for Teacher Education (MACTE)	DESE attends bi-annual conferences, providing updates as requested. Additionally, DESE staff will attend two meetings per semester.
Commonwealth Teacher Education Consortium (COMTEC)	DESE staff will attend two meeting per semester. COMTEC will send questions as needed that DESE can reply to in writing and share with all SO's.
Standing Committee on Professional Education (SCOPE)	DESE staff will attend monthly meetings.
Monthly Educator Effectiveness Newsletter	DESE will issue the first newsletter in October. This newsletter is for both educator preparation programs and PK-12 educators, and feature articles on K12 Happenings, Preparing Educators, COVID Corner, and Research.
DESE Support Inboxes - support for questions not answered through the DESE website, newsletters, etc. <i>Please seek out information prior to emailing.</i>	<ul style="list-style-type: none"> • EducatorPreparation@mass.gov for questions regarding educator preparation. • pal@mass.gov for questions specifically regarding the Performance Assessment for Leaders (PAL). • TestHelp@doe.mass.edu for question re: MTEL and MTEL Alternative Assessments.

Meet the Office of Educator Effectiveness Team:

Claire Abbott:
Director of EE



I have lived in every major US city (except Chicago). Boston is where I landed and where I'm staying!

Shannon Clancy:
K12 team member



I have a dog named George.

Grace Kingsbery:
EdPrep team member



I have biked across the state of Iowa twice.

Liz Losee:
Director of EE Policy, Assessment,
& Research



I have been in 46 states in the U.S., only Alaska, Arkansas, Hawaii and Tennessee to go.

Eveliny Pina:
EdPrep team member



I don't know how to swim yet, but I can and have done all types of watersports, with a lifejacket on.

Sadye Sagov:
EdPrep team member



My husband proposed to me with ring pops in various locations as we traveled through Thailand and Vietnam.

Taciane Santos:
EdPrep team member



I was the first person in my entire family to go to college.

Claire Smithney:
Policy team member



I like exploring rail trails while biking with my family.

Aubree Webb:
Policy team member



I worked in a genetic lab that sequenced *Yersinia pestis*, aka The Plague or Black Death. Don't worry! Modern antibiotics are effective in treating plague.

Anna Zannetos:
K12 team member



I love smush-faced dogs (especially bulldogs).

Lindsay Zorich:
EdPrep team member



In high school I came in 3rd place in the state science fair two years in a row.

Hiring now:

[Education Preparation
Coordinator](#)

[EE Implementation Manager](#)

[Literacy Program Specialist](#)