



Fall 2022 Welcome Letter from the Office of Educator Effectiveness

We are excited to share with all of you our first annual welcome letter to our K-12 partners and colleagues supporting teachers and leaders throughout the state. This letter communicates the priorities and commitments for the [Office of Educator Effectiveness](#) (EE), provides key updates/reminders, includes links to resources for the 2022-23 academic year, and shares introductions to members of the EE team. This letter will be posted to the DESE website for reference throughout the year. We look forward to our continued partnership with all of you as we move our collective work forward in SY2022-23.

This September 2022 Welcome Letter includes the following information:

- [EE Mission, Vision, and Theory of Action](#)
- [2022-23 Priority Initiatives](#)
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Our 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.

2022-23 Priority Initiatives

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

K12 Initiatives

- **[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. View draft rubrics and learn more about this project [here](#), including the School Level Administrator Rubric Pilot and an opportunity to participate in a Community of Practice.
- **[Principal Support and Development](#)** – We are continuing to develop supports and resources for anti-racist and culturally responsive school leadership. This includes facilitating a community of practice focused on the [Principal Induction and Mentoring Handbook](#), a resource designed to support novice principals and their mentors in the development of anti-racist leadership competencies. We will also be facilitating state-wide [OPTIC](#) workshops to strengthen understanding of culturally responsive practice and high-quality feedback.
- **[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.

Research, Assessment, and Policy Initiatives

- **[Emergency License Educator Preparation Partnership Grant](#)** – This competitive grant program supports the implementation and/or expansion of licensure pathway and pipeline programs for Emergency licensed educators. Over the coming year, ten sponsoring organizations and their partner districts will be supporting approximately 600 Emergency licensed educators advance to a Provisional or Initial license. More information about the grantees is available [here](#).
- **[Shaping Teacher Quality and Student Experience in Massachusetts: 3-Year IES LDS Research 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. 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. Go [here](#) for more information and links to updated findings as we enter Year 2.
- **[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 MTEs in alignment with the [Subject Matter Knowledge Guidelines](#) and [MA Curriculum Frameworks](#).
- **[Pilot of Alternative Licensure Assessments](#)** – DESE is entering year 2 of the alternative licensure assessment pilot, a groundbreaking exploration into alternative ways to assess prospective educators' content knowledge and communication and literacy skills in a way that maintains a high standard for the profession. This year, we are working to make additional alternative assessments available to educator candidates and evaluating their impact. Our intent is that these pilots will help diversify the educator workforce and thereby positively impact students, particularly students of color.

Educator Preparation Initiatives

- **[Early Literacy in Educator Preparation](#)** – In conjunction with a significant investment in our K–12 schools and classrooms through [Mass Literacy](#), DESE has launched a multi-year initiative to support and invest educator preparation providers in meeting the goal of ensuring that all prospective teachers are learning evidence-based early literacy practices aligned to Mass Literacy. Learn more about this goal

[here](#); provide feedback on draft program expectations; implement new tools and resources, such as the Early Literacy Observation Tool and the Appleseeds foundational skills instructional materials; and access the research and supports for evidence-based early literacy.

- **Program Approval Revisions:** DESE is developing the next iteration of educator preparation program approval grounded on a foundation of antiracist practice, with deeper instruction and program-level expectations. This year, our team will be working closely with the [DESE Principal and Teacher Advisory Cabinet](#) and advisory groups from educator preparation to inform criteria and process revisions to this critical oversight role.
- **Principal Preparation** – Building off the work to develop the Antiracist Leadership Competencies and revise the [Guidelines for the Preparation of Administrative Leaders](#), DESE will update guidelines that inform the Administrative Apprenticeship/Internship and Panel Review routes for principal licensure. In addition, the Center for Leadership & Educational Equity will provide coaching support and develop a model performance assessment for principal programs.

Opportunities

Here are some opportunities to get involved with Educator Effectiveness initiatives this year:

School Level Administrator Rubric Community of Practice

Massachusetts school and district leaders are invited to join a virtual [Community of Practice](#) to engage in discussion with colleagues across the state about meaningful implementation of the draft updated School Level Administrator Rubric and the culturally responsive leadership practices it describes. Each session will focus on one Standard from the rubric:

What does this Standard and Indicator look like in practice?

What evidence can school leaders use to demonstrate their effectiveness in this area?

How can school leaders and their supervisors use this rubric in a meaningful and sustainable way?

What resources can support leadership growth and development?

Participants will also have the opportunity to share feedback on the draft rubric through a post-session survey.

[Register here](#) to participate (all meetings will be 4-5pm on Zoom):

- October 6th – Standard I: Instructional Leadership
- December 8th – Standard II: Management & Operations
- February 9th – Standard III: Family Engagement
- April 6th – Standard IV: Professional Culture

Using OPTIC (Online Platform for Teaching and Informed Calibration) - School and District Leader Implementation Sessions

We are excited to announce that the Educator Effectiveness team will host a series of sessions for school and district leaders to strengthen a shared understanding of culturally responsive practice using OPTIC. OPTIC is a video-based professional development tool supporting groups of educators to come together to calibrate around expectations for teaching practice. These sessions will support educators to collectively observe and discuss what excellent, culturally responsive teaching looks like and how to support it with high-quality feedback. If you are interested in participating please complete the [interest survey](#) by October 21, 2022.

Center for Instructional Support 2022-23 Catalog

DESE welcomes educators from across the state to participate in our 2022-23 network and workshop offerings, both in-person and online. These offerings are designed to support educators to advance teaching and learning across the Commonwealth. We are calling on classroom leaders, school leaders, and district leaders to join us and collaborate across districts to learn, to test and refine tools and strategies, and to innovate. Please check the [CIS Professional Development Catalog](#) often for updates.

Principal Induction and Mentoring Handbook: Community of Practice

We are excited to launch another round of support for schools and districts that would like to learn more about the [Principal Induction and Mentoring Handbook](#). This community of practice will unpack the Handbook's four modules and allow participants to engage with other districts to discuss implementation, resources, and support. Each learning module is designed to equip leaders with the tools, resources, and support to disrupt historical patterns of racial inequity in their school. The Handbook seeks to strengthen and extend the knowledge of novice leaders, but can *also* support veteran principals interested in continuing their own learning.

If you are interested in participating, please complete the [interest survey](#) by October 21, 2022.

MTEL Committee and Panels

We are currently [seeking Massachusetts educators to participate](#) for the following MTEL Item Review Committees:

- General Science Qualifying Score Conference – November 3rd-4th
- Physics Qualifying Score Conference – November 7th-8th
- Technology/Engineering Qualifying Score Conference – November 7th-8th
- Mathematics (Elementary) Qualifying Score Conference – November 9th-10th
- Dates TBD
 - Middle School Mathematics/Science Qualifying Score Conference
 - General Curriculum Math and Science Item Review
 - Early Childhood Item Review
 - History/Social Science Item Review

Committees will typically meet 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 and 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.

Resources

Resource	Description
Principal Induction and Mentoring Handbook	A series of modules designed to support novice principals and their mentors in the development of anti-racist leadership competencies.
Educator Evaluation Implementation Resources	A suite of resources and practical tools that reflect feedback from educators on how to implement educator evaluation in support of more equitable, culturally responsive schools and classrooms for all. These resources include Focus Indicators, a subset of Indicators from the Classroom Teacher and School Level Administrator Rubrics that represent high-priority practices for the 2022-23 school year.
Guide to Building Supportive Talent Systems	Resources, considerations, and updates for recruiting, hiring, evaluating, and supporting educators and school staff, with a focus on racial equity in the context of the upcoming school year.
Culturally Responsive Teaching and Leading	Information, tools, and resources on culturally responsive and relevant practice, including “Look Fors,” video examples, and school profiles.
OPTIC	A video-based professional learning platform that supports groups of educators and evaluators with ongoing calibration around effective instructional practice and high-quality feedback. See the Resources page for Facilitators’ Guides. Contact linda.bellamy@teachforward.com for licensing information.
Professional Learning Partner Guide	A free, online, searchable list of vetted professional development providers who have expertise in specific sets of high-quality instructional materials. Schools and districts can use this guide to easily find PD providers to support the launch or implementation of high-quality instructional materials.

Communications

Keep in touch with the Office of Educator Effectiveness throughout the year:

- **Educator Evaluation Contact List:** Contact the [Directory Administration](#) to update your district’s Educator Evaluation contact as needed and ensure that you receive all necessary communications from our office.
- **Educator Effectiveness Newsletter:** The monthly Educator Effectiveness Newsletter includes timely information, resources, and opportunities for Massachusetts schools, districts, and educator preparation providers in support of preparing, developing, and retaining a diverse and effective educator workforce, so that all of our students thrive. Click here to [subscribe](#). Check out our [newsletter archive](#) to view previous issues.
- **Contact Us:** Reach out to educatordevelopment@mass.gov with questions or feedback.

Meet our 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!



Siobhan Allen: *K12 team member*
I am working toward the goal of hiking all of New Hampshire's 4,000 footers!

Kenzie Chin: *EdPrep team member*
I love national parks and have been to 13, most of them on road trips with my dad.



Shannon Clancy: *K12 team member*
I was once an extra on a sitcom with Bob Saget.

Grace Kingsbery: *Policy team member*
I have lived on three different continents.



Joretha Lewis: *EdPrep team member*
I was awarded school level teacher of the year my first year of teaching.

Liz Losee: *Director of EE Policy, Assessment, and Research*
I have two rescue dogs: Skipper (13 yrs) and Winston (10 months).



Eveliny Pina: *EdPrep team member*
My family and I were once stranded on a boat in the Mediterranean.

Sadye Sagov: *EdPrep team member*
I'm a new mom! Our little girl, Lyla, was born in February 2022.



Taciane Santos: *EdPrep team member*
I lived in Brazil and attended school there from 1st grade to 3rd grade.

Claire Smithney: *Policy team member*
I sang back up for Shania Twain at a concert once.



Aubree Webb: *Policy team member*
I worked in a genetic laboratory 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: *Assistant Director for EdPrep*
In high school I came in 3rd place in the state science fair two years in a row.