Research Overview
CAP Implementation Study

Overview

The Department of Elementary and Secondary Education (ESE) continually seeks opportunities to understand the impact of our work for our own continuous improvement. We are pleased to announce a partnership with Abt Associates that is funded by a Research-Practice Partnership (RPP) grant from the Spencer Foundation to study the implementation of the recently developed and newly implemented Candidate Assessment Performance (CAP). RPP grants support researchers and practitioners in jointly studying initiatives in specific settings over time. This effort builds on ESE's work to study the implementation and early outcomes of the Massachusetts Educator Evaluation Framework.

Study Focus

This study will help ESE to better understand CAP implementation experiences. A clear understanding of the implementation practices that yield stronger results for teacher candidates (and, by extension, the students they teach) will position ESE to refine and update the performance assessment, disseminate best practices to the field, tailor guidelines to maximize impact, and develop resources for preparation programs to best prepare their candidates. ESE will share findings throughout the study with case studies, summary reports, and presentations.

Research Questions

The research partnership will look at implementation practices, stakeholder perception, and rating patterns across education preparation programs across the state of Massachusetts. Some of the specific questions that will be considered include:

1. How consistently are stakeholders implementing CAP with fidelity (i.e., in accordance with ESE's guidelines)?
   a. How does CAP implementation fidelity vary across multiple components of the cycle?
   b. How does CAP implementation fidelity vary within and across preparation programs?
   c. Which elements of CAP to stakeholders understand (or not)?
   d. What are the types of evidence of practice presented to contribute to a summative rating within and across preparation programs?
   e. How are preparation programs using CAP data to make decisions and inform changes to their programs and support for candidates?
2. What are stakeholders' (candidates, completers, preparation programs, Supervising Practitioners, and district personnel) early perceptions of CAP?
   a. How do stakeholders confidence in and satisfaction with CAP vary as a function of implementation fidelity?
   b. How do stakeholders perceive alignment between teacher preparation and entrance into the workforce?
   c. How do stakeholders perceive the quality of feedback provided to candidates, and does that change over time?
   d. What are stakeholders' perceptions of CAP's fairness and accuracy as an assessment of readiness?
   e. What is the impact of CAP on the role of Supervising Practitioners?
   f. Do stakeholders perceive that CAP improves novice teacher performance?
3. What are the patterns in candidate performance on the essential elements assessed by CAP?
   a. How can partners build Sponsoring Organization (SO) capacity to examine and use their data about patterns of performance to inform decisions about program implementation?

Study Timeline & Activities
This is a three year study that will take place from December 2016 to November 2019.

Wherever possible, the partnership will tap into existing structures for data collection. For example, the research team will leverage existing Educator Preparation Stakeholder Surveys. To conduct case-studies in year 1, the research team will leverage the existing CAP Implementation cohort members. To examine various types of evidence, the research team will analyze artifacts via formal review. To conduct focus groups, the research team will take advantage of existing convenings.

Study findings will be made available to Sponsoring Organizations and the public annually to ensure timely feedback that will inform the continued implementation of CAP.

Use of Data
ESE plans to share existing data with the researchers to help answer the study's research question. Data will be used by the research team strictly for research purposes only. Any data shared will be de-identified. Findings will not include Sponsoring Organization names unless permission is granted.

ESE plans to share the following data with the research team:

- CAP ratings from 2016, 2017, 2018, and 2019
- Educator Preparation Stakeholder Survey data from 2016, 2017, 2018, and 2019
- Formal review data from candidate file review for 2017, 2018 & 2019.

For more information, please see our website or email us at edprep@doe.mass.edu