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MEMORANDUM

TO: Members, Utah State Board of Education

FROM: Brad C. Smith
Chief Executive Officer

DATE: March 6, 2015

INFORMATION: Update on Educator Effectiveness

Background:

The Board has taken an active role in promoting best practices for educator evaluation. In 2012, Board Rule 277-531 *Public Educator Evaluation Requirements (PEER)* and S.B. 64 *Public Education Employment Reform* (2012 General Legislative Session) were adopted and implemented, providing additional direction for USOE staff to create a model system and provide guidance to LEAs.

Key Points:

The Board is also tasked in R277-531 with setting percentages for the three components of the overall educator effectiveness rating.

Anticipated Action:

Staff will provide a brief overview of the Educator Effectiveness project and an update of progress thus far. This will provide a backdrop for pending Board decisions.

Contact: Sydnee Dickson, 801-538-7515

Dates	Educator Evaluation Development and Implementation Timeline	
	USOE	LEAs
Nov. 2011 through Feb. 2012	<ul style="list-style-type: none"> Engage stakeholder groups (parents, teachers, principals, associations, superintendents, higher education, business community, students, ethnic minority community, advocates for students with disabilities, the USOE staff) Begin on-going Communication Plan with stakeholders Determine guiding factors for selecting observation instruments Refine work of targeted measurement tools Determine high leverage instructional strategies for summative tool Determine processes for teaching and leadership evaluations Determine levels of performance that match Board requirements Determine weights for the measures Ensure validity and usefulness of the measures and determine how reliability will be determined through pilots Establish data infrastructure Establish data validation process Determine criteria for confidentiality Develop online resources for self-assessment, professional growth plans, and PD360 resources aligned with standards 	<ul style="list-style-type: none"> LEAs select representation for LEA Joint Educator Evaluation Committee LEAs send JEEC members' names to the USOE Convene LEA JEEC committee to analyze current LEA practices Determine roles and responsibilities of stakeholders on LEA JEEC
Mar. 2012	<ul style="list-style-type: none"> Decide where and when to pilot the system Hold 2nd USOE Educator Evaluation Summit 	<ul style="list-style-type: none"> Give input to the USOE model

<p>Through June 2012</p>	<ul style="list-style-type: none"> • Roll out measurement elements to system for feedback • Determine factors to consider when evaluating the system • Determine what resources are available to evaluate the system • Report to stakeholders • Prepare districts for 2012-13 pilot • Develop and provide professional development for model tools and resources • Train stakeholders on data base for inputting performance levels for educators 	<ul style="list-style-type: none"> • Determine to adopt the USOE model or develop LEA model • Discuss policy that will list consequences for failure to meet performance levels • Determine training needs and criteria for selecting evaluators • Plan how evaluation results will be used • Establish a plan for assessing the LEA selected evaluation system
<p>2012-2013</p>	<ul style="list-style-type: none"> • Support pilots with technical assistance • Provide technical assistance to non-pilot schools • Build capacity in LEA evaluation liaisons • Monitor evaluators reliability • Gather and analyze data from pilot districts • Provide professional development for teachers and leaders on SLO and SGP process 	
<p>2013-2014</p>	<ul style="list-style-type: none"> • Statewide implementation of model system or LEA developed systems • Gather data from all LEA evaluation systems • Analyze data and make adjustments to the USOE and LEA systems where needed • Continue development of SLOs and pilot new SAGE assessment system 	
<p>2014-2015</p>	<ul style="list-style-type: none"> • Develop, refine, field test, and pilot SLOs for student growth measure • Full implementation of observation tools aligned with UETS and UELS • Electronic platforms selected by districts • Districts begin SLO development using SLOs and USOE SLO Toolkit • USOE conducts Comprehensive Pilot in selected districts to determine weights of three components • USOE Rater Certification process in place by June 30, 2015 • Rater Certification events scheduled in districts statewide to support rater development • Utah Professional Development Standards approved by legislature 	

2015-2016	<ul style="list-style-type: none">· Full implementation of growth as a component of evaluations for all teachers and principals, including personnel decisions· Percentages of components weights set by State Board· Component and summative ratings of teachers and leaders reported in CACTUS· All raters of observation tools certified by June 30, 2016· USOE and districts assess professional developments needs based on evaluation data
2016-2017	<ul style="list-style-type: none">· First use of data (2016-2017 assessment and evaluation data) for informing regarding performance pay.