Action Timeline for Utah Educator Effectiveness Project for High Quality Education

Updated April 26, 2012, 2012

RECORD of PROGRESS

Overall Purpose of the Educator Effectiveness Project:

- To improve educator effectiveness based on a statewide performance evaluation framework.

The conceptual assumptions of the Educator Effectiveness Project recognize that high quality instruction in the schools requires:

- Measuring teaching and leadership with research-based performance standards
- Aligning preparation programs to Utah Effective Teaching Standards and Utah Educational Leadership Standards
- Licensing highly effective educators
- Recruiting, retaining, promoting, and rewarding the most effective educators
- Providing appropriate professional development at all stages of the professional career continuum.

Four main areas of focus for the Educator Effectiveness Project:

- To create a cohesive and aligned statewide system for educator effectiveness
- To use teaching and educational leadership standards to make decisions about preparation programs, evaluation tools, professional development, licensing, recognition, and other related constructs
- To design and implement rigorous, transparent, and fair evaluation systems for educators and educational leaders
- To ensure instructional and leadership effectiveness by using multiple assessment measures, including student growth measures.

- **2010-2011 School Year**

  - **Aug. 2010:** Set up Utah Educator Effectiveness Advisory Committee (EEAC)

    The Utah Educator Effectiveness Advisory Committee is developed to ensure that all members of the education community are deeply engaged in the development of The Effectiveness Project for High Quality Education (EPHQE). The committee acts in an advisory capacity to provide (1) feedback on key project deliverables, and (2) direction for overall system development. The EEAC oversees the process of implementing the project vision, makes recommendations concerning the planning and communication of the vision, provides expertise for statewide efforts in building stakeholder support and alignment, and communicates plan and progress to stakeholders.

  - **Sept. 2010:** Set up Teaching and Educational Leadership Standards Workgroups to develop standards for professional practice

Teaching and Educational Leadership Standards Workgroups create policy standards appropriate for Utah. The Workgroups define the competencies of professional practice and the indicators used to measure each competency, and establish a rubric that delineates performance standards at each level.

- **Sept. 24, 2010:** Held first meeting of Utah Educator Effectiveness Advisory Committee to discuss role, overall vision for *The Effectiveness Project for Quality Education*, and set up workgroups for 2010-11
- **Oct. 4-5, 2010:** Met in Denver with SWCC at WestEd for workshop on Measuring Educator Effectiveness
- **Oct. – Dec. 2010:** Held Utah Teaching Standards and Educational Leadership Standards Workgroups' meetings to develop standards and performance expectations
- **Jan. 5, 2011:** Shared Utah Effectiveness Project for High Quality Education with curriculum directors in statewide meeting
- **Jan. 6-7, 2011:** Met in Phoenix with SWCC for workshop on Measuring Educator Effectiveness to Improve Teaching and Learning
- **Jan 12, 2011:** Met with Superintendent Shumway for Educator Effectiveness Project update
- **Jan 13, 2011:** Met with Deans of Education to discuss Educator Effectiveness Project and Standards
- **Jan. 19, 2011:** Met with the UCEL group to discuss Educator Effectiveness Project and Standards
- **Feb. – March, 2011:** Researched white papers on evaluation, student growth models, assessment and measurement tools, and professional standards and practices and align work to Promises to Keep
- **Feb. 12, 2011:** Update by the Superintendent to the State Board of Education on The Utah Effectiveness Project for High Quality Education
- **Feb. 24-25, 2011:** Share first DRAFT of Teaching and Educational Leadership Standards to focus groups at the EYE Conference in St. George
- **Mar. – August 2011:** Continue Teaching and Educational Leadership Standards Work-groups to finalize working DRAFT of Standards, Performance Expectations, Indicators and Rubrics
- **April 6, 2011:** Began Educator Effectiveness (for Evaluation Framework) Workgroup

The Educator Effectiveness Workgroup creates an educator evaluation framework for Utah educators. Their charge is to develop a process for evaluation and measurement complete with guidelines or standards for Board rule. The Workgroup will present the parameters of a model evaluation system to guide measurement of teacher and administrator effectiveness in Utah public schools

- **April 13-14, 2011:** Met with SWCC in Salt Lake City at workshop on Measuring Student Growth for Teachers in Non-Tested Grades and Subjects
- **April 15, 2011:** Solicit feedback from Dr. Larry Shumway, Superintendent of Schools and Brenda Hales, Assistant Superintendent for Instruction
- **April 20, 2011:** Shared Draft Standards with UCEL (Utah Consortium for Educational Leaders)
- **April 28-30, 2011:** Attended CCSSO's State Consortium for Educator Effectiveness in Washington, DC
- **April 30, 2011:** Sent evaluation survey to teachers and administrators statewide to determine extent of evaluations and important components needed in an evaluation system
- **April 30, 2011:** Sent out state-wide stakeholder survey to review Teaching and Educational Leadership Standards and solicit feedback and consensus
- **May 2011:** Met with common core Math and ELA focus groups to ensure language is embedded in Teaching and Educational Leadership Standards
- **May 4, 2011:** Held Utah Educator Effectiveness Advisory Committee Meeting and provide progress update
- **May 5, 2011:** Reported to State Board of Education on Educator Effectiveness Project update
- **May 9, 2011:** Presented Educator Effectiveness Project and Teaching and Educational Leadership Standards to Charter School Directors at their monthly meeting
- **May 11, 2011:** Discussed the Final Draft of Standards with Curriculum Directors state-wide
- **May 12, 2011:** Shared Draft Standards with the Education Deans and UTEAAC
- **May 21, 2011:** Presented Educator Effectiveness Project and Standards to the UEA Local Presidents
- **June 3, 2011:** Presented Teaching and Educational Leadership Standards, Educator Effectiveness Project and progress update to State Board of Education and recommended State Board Rule R277-530 for adoption of UETS and UELS into Board Rule
- **June 14, 2011:** Presented Educator Effectiveness Project and Standards to UAESP and UASSP Summer Conference attendees

- **Mar. – July 2011:** Continued collecting current Utah LEA Measurement Tools and analyzing survey data
- **May – Aug. 2011:** Completed foundational activities in preparation for beginning focus groups and workgroups for the 2011-12 school year
- **July 28, 2011:** Updated Utah State Superintendent's Association on The Utah Effectiveness Project for High Quality Education Timeline, Teaching and Educational Leadership Standards, and state-wide feedback
- **July 28, 2011:** Presented Educator Effectiveness Project and Educator Evaluation Framework to State Human Resource Directors

- **2011-2012 School Year**
  - **Aug. 5, 2011:** Presented Utah Effective Teaching Standards and Utah Educational Leadership Standards to Utah State Board of Education for third reading
  - **Aug. 5, 2011:** Presented Utah Public Educator Evaluation Requirements PEER (Educator Evaluation Framework) to State Board of Education first reading
  - **Aug. 2011:** Presented updates about the Educator Effectiveness Project to Utah Education Association
  - **Aug. 2011:** Completed Rubric Measurement Tools, Introductions, and Narratives for both Teaching and Educational Leadership Standards
  - **Aug. 2011:** Conducted focus groups, outreach workshops, and webinars with State Board of Education, LEAs, and Higher Education
  - **Aug. 16-17, 2011:** Attended the SWCC Conference in Lake Tahoe to collaborate with Nevada, Arizona, Colorado, and New Mexico on Measuring Educator Effectiveness
  - **Sept. 16, 2011:** Convened Utah Educator Effectiveness Advisory Committee for fall update and year (2011-12) planning
  - **Sept. 2011:** Completed Communications Plan for Educator Effectiveness Project
  - **Sept. 2011:** Completed Educator Effectiveness Project website and have it running for Educator Evaluation Summit
  - **Sept. 2011:** Presented at Legislative Interim Committee through the "Education Quality Report"
  - **Oct. 4, 2011:** Held Utah Evaluation Summit, co-sponsored with SWCC at WestEd, to share information about the Educator Effectiveness Project with stakeholders

- **Oct. 2011:** Complete Educator Effectiveness Project Brochure

- **Sept. – Dec. 2011:** Convened High Quality Instructional Strategies Workgroup to ensure 5 Pillars from Promises to Keep are embedded in Common Core, Teaching and Educational Leadership Standards, and Evaluation Standards

  - **High Quality Instructional Strategies Workgroup:**

    High Quality Instructional Strategies Workgroup aligns Utah Common Core Standards with instructional strategies from the Utah Effective Teaching Standards that include the five pillars of professional practice: engaging, focused, explicit, assessed, and adapted. The workgroup outlines appropriate strategies for teachers to use to ensure high quality instruction for all students.

- **Sept. – May 2011-12:** Convened additional workgroups such as Higher Education Program Standards, Student Progress and Growth, Teaching and Leadership Measurement Tools, Professional Development and Support, and Educator Licensing

  - **Higher Education Program Standards Workgroup:**

    Higher Education Program Standards Workgroup uses the Utah Teaching and Educational Leadership Standards and aligns them to the NCATE/TEAC (CAEP) standards for preparation program implementation. Board rule includes the role of the Utah State Office of Education in working with institutions of higher learning.

  - **Teaching and Leadership Measurement Tools Workgroups:**

    The Measurements Tools Workgroups are charged with the development of a detailed model of measurement tools, including the timing, methods, and instruments used for data gathering and providing feedback ensuring that the tools follows the Evaluation Guidelines or Standards as developed by the Educator Effectiveness Workgroup. Measurement tools for both Teaching and Leadership are developed. This workgroup also proposes the responsibilities of and relationship between all individuals involved in the evaluation, how districts are held accountable, how instruction and leadership are measured, and how the results of the measurements are evaluated. Validity and reliability of the instruments and tools are required.

  - **Student Progress and Growth Workgroup:**

    Student Progress and Growth Workgroup develops the processes for linking teacher effectiveness to student growth and progress. The workgroup assesses state-wide standardized and school-based learning measures, including what kinds of measures are appropriate for use, how school-based measures should be assessed, what technical assistance/support is required for teachers and administrators and districts to implement the system with fidelity, what kind of guidance is needed in districts to be able to audit and report these measures for quality and rigor at all levels, and the development of guidelines/tools for districts to use in calculating a score for the assessments used in this process. In addition, the workgroup provides details of measuring administrator impact on student progress and growth.

  - **Professional Development and Support Workgroup:**

    The Professional Development and Support Workgroup develops a set of guidelines or standards for school districts, outlining the types of support that educators should receive at each performance level (based on evaluation ratings) as well as the types of development activities that all educators should engage in to enhance professional practice. The group also devises the process and guidelines for the mechanisms that should be in place at the district- and state-level to ensure that development support is provided for all educators at all performance levels of a professional career continuum. The implementation of Learning Communities is included in the professional development planning.

- **Educator Licensing and Continuum of Professional Practice Workgroup:**

  The Educator Licensing Workgroup considers Board rule and code changes that are needed to align with the recommendations from the workgroups, including alternative preparation and routes to licensing programs. Initial discussion about developing an area of concentration or endorsement for Teacher Leaders is included in licensure.

- **Nov. 29-December 1, 2011:** Attended the SWCC Conference in Denver to collaborate with c

- **Sept. – May 2012:** Aligned the charges of the workgroups (e.g., work on measurement tools, toolkits, suggested professional development support strategies, licensing and rule amendments, higher education institution program standards, assessment processes)

- **Jan. 2012:** Held regional Curriculum Director meetings throughout the state to discuss how the Common Core State Standards and the Utah Teaching Standards are aligned and how teachers can improve quality instruction

- **Jan. – May 2012:** Continued feedback loop for communication, stakeholder support, and statewide input

- **Feb. 3, 2012:** Updated State Board of Education on the progress of the Educator Effectiveness Project

- **April 4-6, 2012:** Attended the SWCC Regional Educator Effectiveness Conference in Scottsdale, AZ to collaborate with Nevada, Arizona, and Colorado on Measuring Educator Effectiveness

- **April 24, 2012:** Held Second Utah Evaluation Summit to provide updated information on student growth and achievement measures and teaching and leadership measurement tools with stakeholders; keynote speaker Steve Cantrell, MET Project presented

- **May 2012:** Selected pilot districts for 2012-13

- **May – July 2012:** Begin work to implement Standards for Higher Education Preparation Programs in Teaching and Educational Leadership in August 2012

- **June 2012:** Organize and plan the training of pilot districts for the evaluation tools: observation and survey tools

- **July 2012:** Continue observation site-visits and measurement tools validity and reliability activities

- **July-Aug. 2012:** Create plan for evaluating the success of the Evaluation System and Educator Effectiveness Project

- **2012-2013 School Year**
    - **Aug. 2012:** Implement Program Standards for higher education preparation programs
    - **Sept.- May 2013:** Pilot teaching and educational leadership measurement tools, rubrics, and survey tools and secure validity and reliability of evaluation instruments
    - **Sept**.- May 2013: Conduct pilot study on evidence- based standards for leadership effectiveness in collaboration with the Utah Education Policy Center

- **2013-2014 School Year**
    - **Aug. 2013:** Implement fully the Elements of Evaluation System for Educator Effectiveness statewide
    - **Sept. 2013:** Begin work groups associated with Induction and Mentoring, Professional Career Continuum Model, Tiered Licensure, Teacher Leader Standards and Licensing, National Certification for Teaching and Principals Expansion, Learning Communities for Effective Teaching and Leadership, and Teacher and Leader Recognition and Incentive Projects

- **2014-2015 School Year**
    - **Aug. 2014:** Implement student learning measures and apply to educator evaluations