ESEA Waivers

Requirement 3.B. Ensuring LEAs Implement Teacher and Principal Evaluation and Support Systems

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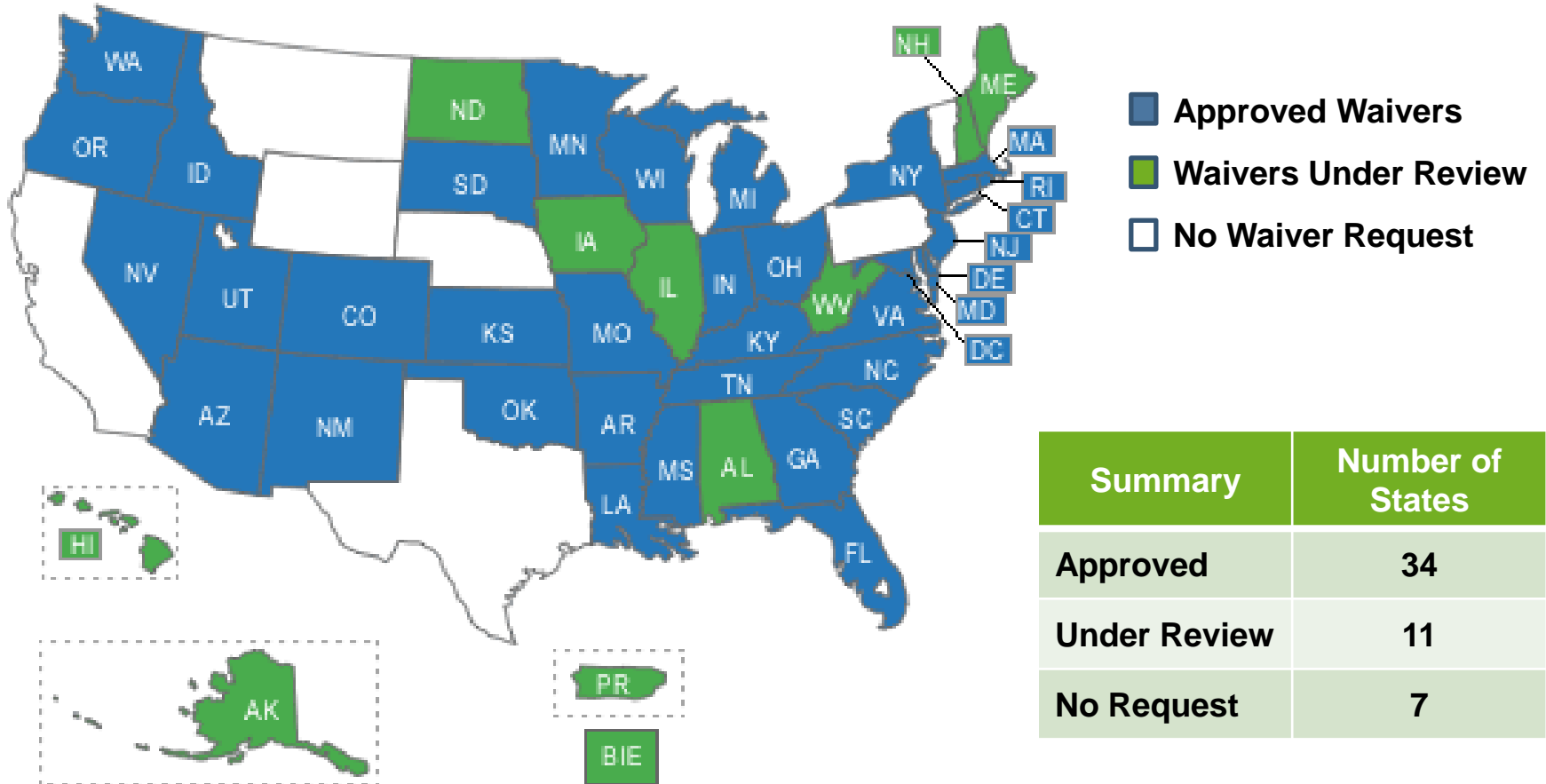AMERICAN INSTITUTES FOR RESEARCH®

Agenda

Item	Timing
Opening and Overview	10 minutes
Discussion	20 minutes
Share-out and Next Steps	10 minutes

Discussion Objectives

- Participants will learn about some current practices states are using to ensure compliance with Requirement 3.B.

- Participants will assess their current plans for monitoring and identifying challenges.

- Participants will assess the capacity of their data systems and of state-level staff/partnerships that can be dedicated to ensure that states are implementing evaluation systems.

- Participants will identify at least two strategies to consider for use in their own states.

ESEA Waivers Status

Legend:
- ■ Approved Waivers
- ■ Waivers Under Review
- □ No Waiver Request

Summary	Number of States
Approved	34
Under Review	11
No Request	7

Snapshot of Current Practices

	Tennessee "Using Technology"	Virginia "Additional Reporting"	Michigan "Using Incentives"	Oregon "Engaging Partnerships"
Approved state model evaluation system currently in place and fully implemented	✔	✔	Guidelines only	Guidelines only
Robust data system from districts → state	✔	✔	✔	
Regular reporting of data from districts → state	✔	✔	✔	
State-level committee assigned to monitor/provide TA	✔	Approved contractors list for TA only		✔

Tennessee: Using Technology

- The Tennessee Department of Education (TDOE) has developed a robust data system that allows LEA leaders and TDOE real-time access to data.

- TDOE's data system allows for quality control of the evaluation system, determines how the system aligns with value-added scores, and ensures validity of non-state-approved models.

Virginia: Additional Reporting

- The Virginia Department of Education has developed an automated system to collect and review information from each district on performance standards and evaluation systems.

- Districts are required to report the following annually:

  - Description of the evaluation system

  - How evaluations are tied to professional development, compensation, etc.

  - Role of student achievement measures in evaluation

  - Number of teachers (by school) and principals (by district) who receive each evaluation rating

Michigan: Using Incentives

- Michigan Department of Education (MDE) does not have authority regarding compliance of educator evaluations.

- MDE leverages its authority to gather data for the state report cards and offers incentives via state highlighting to help ensure compliance.

  - Hold schools accountable for submitting 100 percent of their required effectiveness labels in the new Accountability Scorecard.

  - Cross-reference reported educator effectiveness labels with available student assessment data.

  - Encourage districts to voluntarily submit their evaluation plans for MDE review. MDE will highlight districts that have designed comprehensive and rigorous evaluation systems in published case studies.

Oregon: Engaging Partnerships

- Oregon Department of Education (ODE) has partnered with Education Northwest to assist with monitoring and compliance of teacher and principal evaluation systems.

- They are piloting a peer review process using Peer Review Panels (master teachers, principals, Education Northwest staff, etc.) to appraise districts' systems for alignment with state guidelines and to identify technical assistance needs.

- By July 1, 2015, all Oregon districts must present their local evaluation and support systems to a Peer Review Panel, which will report compliance to ODE by August 15, 2015.

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Discussion Questions

- What strategy has your state proposed in its ESEA waiver to ensure that LEAs are implementing educator evaluation systems?

- What is the status of your plan so far? What are some challenges?

- What data systems or state-level supports/partnerships are currently available to assist in monitoring and technical assistance?

- What ideas is your state is considering?

Additional Resource

U.S. Department of Education ESEA Waiver website:

Look under Section 3.B. of each approved ESEA Waiver

http://www2.ed.gov/policy/elsec/guid/esea-flexibility/index.html