

# Maryland Council for Educator Effectiveness (MCEE)

## Minutes from Meeting of June 7, 2011

### **Absent:**

*Delegate Anne Kaiser*

*Pamela Pedersen*

*Donna Hanlin*

Betty Weller, MCEE Co-Chair, opened the meeting at 9:15 a.m. She read a statement regarding her views on the fact that the Co-Chairs did not vote on the motion made by Senator Kelley to do nothing that undermines the RTTT grant or reduces the student growth below fifty percent of the evaluation which was taken at the last meeting. She said, "We must not settle for a quick fix. People are watching what we do. We are hoping for a spirit of flexibility."

Senator Kelley reminded the group that in a democratic structure there will not always be unanimity and that the vote was a decisive vote by a very diverse membership.

Dr. Grasmick suggested that the Agenda be revised to allow for the continuation of the discussion of "Definitions of Terms Used in the Framework for Systems to Evaluate Teachers and Principals" and the "Teacher/Principal Evaluation System General Standards." Those items were moved to the second and third items on the Agenda.

### **Minutes**

Ms. Weller, MCEE Co-Chair, asked for approval of the Minutes of the meeting held on May 2 and May 16, 2011.

After brief discussion about Ms. Pipkin's comment on annual teacher evaluations and upon motion by Dr. Leak, seconded by Dr. Pataniczek, the Council approved the minutes.

### **Definitions of Terms Used in the Framework for Systems to Evaluate Teachers and Principals**

Mr. Burton suggested adding "principals" to the definition of *Assistance Process*. The Council agreed to make that change throughout the document including the title.

After brief discussion, the group agreed to adopt the first definition of *complexity factors*.

Ms. Bost suggested adding “for targeted professional development’ at the end of the definition of *Decision Making Process*. The Council agreed.

After brief discussion, *LEA Weighting Policies* was approved as provided.

Ms. Kitchen discussed the definition of *Mentoring* noting that often experienced teachers and principals need mentoring or coaching as well as new hires and appointees. The Council agreed to delete the words, “during their comprehensive induction period” from this definition.

The Council agreed to replicate the definition of *Observations of Teaching* by adding *Observations of Instructional Leadership*.

The Council deleted “such as electronic monitor” from the definition of *Other Tools* and include “and in the school.”

The group agreed to add “and evidence of” to the definition of *Qualitative Measures* and delete the word “Danielson’s.”

The Council agreed to delete the word “assessments” in the definition of *Quantitative Measures* and added “multiple measures of student performance.”

The Council agreed to delete “quantitative” and “performance” and add “multiple” and “academic and affective outcomes” to the definition of *Student Growth Measures*. They also agreed to add the following to the end of the first sentence “principal and the school.”

With not further discussion, Dr. Grasmick said that the changes will be made and distributed to the Council as soon as possible.

### **Revised “Teacher/Principal Evaluation System General Standards**

*Jim Foran, Assistant State Superintendent, MSDE*

*Ann Chafin, Assistant State Superintendent, MSDE*

Dr. Foran provided the Council with a revised draft of the Teacher/Principal Evaluation System General Standards and highlighted the changes recommended at the last meeting. He discussed the rationale for the matrix for the overall student growth score.

Ms. Chafin discussed the proposed overall evaluation matrix.

Mr. Rutledge suggested that the number twelve should be the minimum score for Highly Effective.

Dr. Pataniczek suggested the addition of “as one of the multiple measures” to the first sentence under *Statewide Growth Measure (30%)*. The Council agreed.

Following a brief discussion on the communication problems that will occur as a result of the matrices, Senator Kelley suggested adding a narrative to explain clearly how the numbers were derived.

Senator Kelley suggested allowing LEAs to produce their own matrix. Dr. Grasmick said that LEAs would welcome some structure from the Council. Dr. Foran reminded the group that any substantial changes could affect the Race To The Top (RTTT) Grant requirements.

Dr. Grasmick asked the group if there should be a matrix and a narrative. The Council said yes. She reminded the group that the benefits of seven pilots will be to see how this works. Dr. Pataniczek said, “We are creating a default model. There needs to be some flexibility.”

Dr. Grasmick asked Ms. Chafin to provide a draft narrative, a draft matrix combining both matrices, address the issue of the thirty percent overriding everything and provide a draft matrix using the number 99. She said this will be provided prior to the next meeting and urged the group to provide their feedback prior to the next meeting. Dr. Grasmick also noted that there needs to be a *Preamble* to explain the flexibility afforded to local education agencies.

Ms. Streckfus noted that there should an emphasis on the purpose and importance of the RTTT grant.

### **Multiple Years of Data**

*Leslie Wilson, Assistant Superintendent, MSDE*

Dr. Wilson asked the group to provide their insight into what would constitute “multiple years of data.”

Ms. Weller said that Dr. Danielson and Dr. Goe both suggested at least three years.

Senator Kelley suggested looking at the data after the two-year piloting period. She said, “This is a premature discussion.”

Ms. Pipkin said, “The two-year pilot is not the data we will be using.”

Dr. Pataniczek reminded the group that professional development will be provided on a yearly basis and as needed for educators and leaders to facilitate student growth.

There was some discussion about the use of data for terminating employees. Dr. Alonso said, "There is nothing in the words about termination."

Dr. Leak suggested focusing on non-tested areas over multiple years would be very helpful.

Ms. Bost noted that her LEA has not yet determined those multiple measures.

Senator Kelley suggested that the seven pilot LEAs receive the portfolio discussion to help them create multiple measures. Dr. Wilson said that the MSDE has contracted for a Portfolio Expert to help the MSDE design the structure for a good portfolio system. She explained that the contractor will also work with school systems on their portfolio evaluations.

Dr. Grasmick said the Department is communicating with the pilot LEAs and asking them to include a representative from their collective bargaining units in the pilot system meetings.

**Feedback From USDE Teacher and Leader Community of Practice Convening:  
Assessments for Measuring Student Growth in Non-Tested Grades and Subjects**

*Rolf Grafwallner, Assistant State Superintendent, MSDE*

Dr. Grafwallner said that the USDE is working on Kindergarten through second grade assessments and that, in Maryland, it will include pre-K. He reported that a *Concept Paper* has been created that might also offer multiple measures helpful to LEAs. He said that assessments of students must give a sense of progress for teacher evaluation and that the deadline for RTTT States is 2012-2013. Dr. Grafwallner said that the USDE may try to get this deadline extended.

He explained that Department staff is working on a new generation of the Maryland Model for School Readiness (MMSR) which may move this evaluation tool into grades one and two. He noted that Maleeta Kitchen, Mary Kay Finan and Judy Walker were part of a review panel.

Dr. Grasmick commended Dr. Grafwallner for this leadership working with leaders from several other state education agencies. Dr. Grafwallner said he will share the *Concept Paper* at a later date.

**Adjournment**

Dr. Grasmick urged members to provide their feedback as soon as possible prior to the next meeting. Ms. Weller reported that the next meeting will be held on Monday, June 20, 2011, from 9 a.m. to Noon at the House Office Building, Room 121 in Annapolis. The meeting adjourned at Noon.

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