



Commissioner's Back-to-School Meeting

Connecticut State Department of Education | August 22, 2016

Talent Office Updates

Resources and Training for Educator Evaluation, Professional Learning, and TEAM

The Mission of the CSDE Talent Office

To develop and deploy talent management and human capital development strategies to districts and schools statewide so that the most effective educators are in every school and classroom and all students are prepared for college, career, and life. The Talent Office specifically focuses on attracting, recruiting, preparing, inducting, evaluating, supporting, and retaining diverse, high-quality teachers and leaders for Connecticut's highest-need content areas, schools, and school systems.

Professional Learning

Understanding the CT Standards for Professional Learning

The At-a-Glance documents provide an overview of each CT Standard for Professional Learning. Together, they serve as a guide for integrating and aligning the standards to support high-quality professional learning for all educators.

- Cultural Competence
- Learning Communities
- Leadership
- Learning Designs
- Resources
- Data
- Implementation
- Outcomes

Professional Learning System Toolkit

The toolkit is designed to facilitate discussion among educators in order to build a common vision for a high-quality professional learning system.

CT Guidance for a Professional Learning System

This guidance document provides Professional Development and Evaluation Committees (PDECs) with a starting point for developing and refining their vision and goals for their district's professional learning system.

Educator Evaluation

A Guidebook for Student and Educator Support

The CSDE values the critical contributions of support specialists as collaborators and providers of essential curricula, instruction, and services, leading to positive learner growth and development. The *Guidebook for Student and Educator Support Specialists* was developed to provide a comprehensive compilation of resources especially for use by support specialists and their evaluators. Find it on the SDE website for educator evaluation.

CCT Rubric for Effective Teaching 2016

As a part of an ongoing process to ensure the validity of the *CCT Rubric for Effective Teaching 2014*, the CSDE, in partnership with Professional Examination Services (ProExam), sought

feedback from educators using the rubric during the 2015-16 school year. As a result, the CSDE will be releasing the *CCT Rubric for Effective Teaching 2016* this fall for districts to consider using in the 2017-18 academic year.

Throughout the 2016-17 academic year, the CSDE will seek feedback from educators using the *CCT Rubric for Effective Service Delivery 2015* and the *CT Leader Evaluation and Support Rubric 2015* in order to ensure the validity of these rubrics and will make modifications as appropriate.

A Guide to Teacher Leadership

A Guide to Teacher Leadership in Connecticut is a new resource that will provide guidance for school leaders to identify and support teacher leadership as part of a comprehensive talent management strategy. Key features will include professional learning opportunities for teachers, school, and building leaders available throughout Connecticut and a variety of case studies illustrating teacher leaders in action within a variety of contexts and roles.

CSDE Talent Office Upcoming Training and Events

Foundational Skills for Evaluators of Teachers		Foundational Skills for Evaluators of Administrators		TEAM District Facilitator Meetings	
LEARN	September 14, 15, 16, 19 & 20	CAS	September 12, 13	EASTCONN	September 26
ACES	September 21, 22, 23, 26 & 27	CAS	February 6, 7	ACES	September 27
EASTCONN	October 26, 27, 28, 31 & November 1			CREC	September 28
CES	October 19, 20, 21, 24 & 25			CES	September 29
				EDAdvance	October 4
				LEARN	October 7

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All resources can be found at <http://www.sde.ct.gov/sde/talent>