



**STATE OF CONNECTICUT**  
*DEPARTMENT OF EDUCATION*



**TO:** Superintendents

**FROM:** Sarah J. Barzee, Ph.D., Chief Talent Officer *SB*  
Talent Office

**DATE:** April 28, 2014

**SUBJECT:** Proposed Revisions to the Connecticut Guidelines for Educator Evaluation;  
Update on the 2014-15 Educator Evaluation and Support Plan Submission Process

Dear Colleagues:

The Talent Office is committed to continued support to you and your district as you refine your 2014-15 Educator Evaluation and Support plan for implementation in the 2014-15 school year. In this memorandum, information is provided about proposed revisions to the Connecticut Guidelines for Educator Evaluation based on the April 24, 2014, convening of the Performance Evaluation Advisory Council (PEAC). You will also find an outline of the submission, review and approval process for 2014-15 Educator and Evaluation Support plans. We will provide more detailed instructions on the submission process once the State Board of Education (SBE) has convened on May 7, 2014, in order to review and potentially adopt PEAC's proposed changes. At that time, we will also provide an updated 2014 SEED Handbook for your consideration.

**Updates featured in this memorandum include:**

- Proposed Revisions to the Connecticut Guidelines for Educator Evaluation
- Update on the 2014-15 Educator Evaluation and Support Plan Submission Process

**Proposed Revisions to the Connecticut Guidelines for Educator Evaluation**

On Thursday, April 24, 2014, PEAC reached consensus on proposed revisions to three elements of the Connecticut Guidelines for Educator Evaluation. These revisions are summarized below:

**1. Dispute-Resolution Process:**

- Revised guidance, inclusive of an illustrative example, regarding the Dispute-Resolution Process, a required element of district educator evaluation and support plans.

**2. Rating System – Four Performance Evaluation Designators:**

- Clarification of the term “performance” as applied to the four summative performance level designators; and
- A commitment to ongoing discussion between the CSDE and PEAC related to the “4-Level Matrix Rating” process during the course of the 2014-15 academic year.

### 3. Student Growth Component:

- Revised language with respect to the use of standardized indicators for the Student Growth and Development component of a teacher's evaluation, which consists of 45% of the final summative rating; and
- A commitment to ongoing discussion between the CSDE and PEAC to examine and evolve the system of standardized and non-standardized student learning indicators during the course of the 2014-15 academic year.
- Reminder: The required use of state tests results has already been suspended, in effect, for its use in the evaluation process for the 2014-15 year, pending federal approval.

The revised language is detailed within the attached document, entitled "PEAC-Proposed Guidelines Revisions." Please use this document as a reference in developing your 2014-15 plan.

PEAC also reached consensus on adding amendment language to the Guidelines that would provide the CSDE with continuing authority to allow waivers to the Guidelines for Educator Evaluation on an annual basis.

This memorandum serves as a preview of these proposals, which will be discussed further during this week's superintendents' conference call scheduled for **Wednesday, April 30, 2014, at 8.30 a.m.** Again, the SBE will discuss PEAC's proposed revisions on May 7, 2014. The final SBE-adopted revisions will subsequently be sent out in follow-up correspondence from the Talent Office.

### 2014-15 Educator Evaluation and Support Plan Submission Process

Based on lessons learned during last year's review process, as well as feedback from district leaders, partners and other stakeholders, the CSDE is committed to providing timely review, feedback and approval of district 2014-15 Educator Evaluation and Support plans. The CSDE's goal is to provide adequate time for district leaders and the Professional Development and Evaluation Committee (PDEC) to review results of the 2013-14 Educator Evaluation and Support process, finalize revised 2014-15 plans (including local or regional board review and adoption) and prepare for full implementation in the fall of 2014.

The table on the next page includes district submission dates, along with the CSDE's expected response deadlines, for 2014-15 plan submission. There are two application windows from which your district may select in order to apply in a timeframe that best meets your needs. Please contact us if both of these deadlines are impractical for your district. As part of this process, we will ask that all districts submit an online checklist to be completed and submitted with an electronic version of their complete 2014-15 plan by the deadlines outlined below. It is expected that this checklist would be completed by the PDEC. **More detailed instructions will be provided following the May 7, 2014 SBE meeting.**

<b>2014-15 Educator Evaluation and Support Plan Review Timeline</b>		
For all district plans received by the submission dates listed below, the CSDE will approve, provide feedback or request additional information from districts by the response dates noted.		
<b>Initial District Submission Date:</b>		<b>CSDE Response Date:</b>
Window 1:	May 20, 2014	June 13, 2014
Window 2:	June 2, 2014	June 27, 2014
Note: CSDE-approved Educator Evaluation & Support Plans must be adopted by the district's board of education by <b>September 1, 2014</b>		

As we await the outcome of the SBE meeting scheduled for May 7, 2014, we hope that the timeline outlined above will be helpful as you plan for convening your Professional Development and Evaluation Committee and consider the proposed revisions outlined above. If you have questions in the meantime, please don't hesitate to reach out to the Talent Office at 860-713-6820.

SM/gs

Attachments: PEAC-Proposed Guidelines Revisions (4.24.14)