



STATE OF CONNECTICUT  
DEPARTMENT OF EDUCATION



**TO:** Superintendents of Schools

**FROM:** Shannon Marimón, Division Director  
Bureau of Educator Effectiveness and Professional Learning

**DATE:** July 10, 2015

**SUBJECT:** Updates on Professional Learning and the Rubric Validation Process

Over the recent months, the Bureau of Educator Effectiveness and Professional Learning team has been fully committed to the review of 2015-16 Educator Evaluation and Support Plans, and we are pleased to announce we are near completion. If you have questions related to the plan review process, please don't hesitate to contact your regional consultant (see table on page 3).

This memo provides updates to help plan for the 2015-16 school year, which include:

- an Update on Professional Learning
- an Update on the Rubric Validation Process
  - *CT Leader Evaluation and Support Rubric 2015 (New!)*
  - *CCT Rubric for Effective Service Delivery 2015 (New!)*
  - *CCT Rubric for Effective Teaching 2014*

### **Update on Professional Learning**

On May 6, 2015, the Connecticut State Board of Education adopted the *Connecticut Definition of Professional Learning* and the *Connecticut Standards for Professional Learning*. The adoption of the definition and standards will advance the statewide vision of high-quality professional learning systems and, more specifically, provide support and guidance to Professional Development and Evaluation Committees (PDECs) and local educational agencies (LEAs) in successfully designing and implementing comprehensive professional learning systems.

The goal of professional learning is to enhance educator practice in order to promote and improve student growth and development. All professionals, regardless of their field of work, engage in continuous learning as part of their professional practice. Educator professional learning requires collaboration with colleagues to meet the diverse learning needs of all students, a commitment to continuously analyze and refine one's practice, and a responsibility to take action to improve one's performance. To be truly effective, it must be sustained over time, focused on deep learning and the application of learning, and incorporate effective adult learning practices.

The *Connecticut Definition for Professional Learning* and the *Connecticut Standards for Professional Learning* can be found at the following link: [Professional Learning - Talent](#)

[Office webpage](#). Through an ongoing stakeholder process, the Connecticut State Department of Education (CSDE) will be rolling out additional training and resources to support and advance this work throughout the 2015-16 school year. We also anticipate the release of a Request for Proposals in early August to support innovation and expansion of LEA-developed professional learning systems in the 2015-16 school year and beyond. Further details will be provided at a later date.

### **Update on the Rubric Validation Process**

In the spirit of continuous improvement, the CSDE has been working with Professional Examination Service (ProExam) to conduct validation studies of the three CSDE-supported rubrics – the *CCT Rubric for Effective Teaching 2014*, the *CCT Rubric for Effective Service Delivery 2015*, and the *CT Leader Evaluation and Support Rubric 2015* – used as part of the state model for educator evaluation and support and available to all LEAs for use in locally-developed systems. ProExam’s process involves examination of each rubric’s reliability and usefulness as a valid tool for the observation of educator performance and practice.

In 2013-14, the *CCT Rubric for Effective Teaching* underwent the first phase of the validation process, which involved bringing practitioners together to gather feedback on the applied use of the rubric to advance a revised version. The *CCT Rubric for Effective Teaching 2014* was used by over 100 LEAs during the 2014-15 academic year. In fall 2015, educators within LEAs that continue to use the rubric will be invited to participate in phase two of the validation study.

Starting in February 2015, a similar process was initiated to examine the *CT Leader Evaluation and Support Rubric* and the *CCT Rubric for Effective Service Delivery*. Two dedicated committees proposed revisions to each rubric that were then shared with online focus groups and independent review panels for additional feedback. The revised rubrics clarify language, remove redundancies and focus on the most essential components of the respective roles supported by each rubric. Both revised rubrics and the existing *CCT Rubric for Effective Teaching 2014* are attached for your reference and are available for use in the 2015-16 academic year. Please note that the *CT Leader Evaluation and Support Rubric 2015* will be available in a reformatted version by August 2015 on our [website](#). For the time being, this version can be used for reference. Training opportunities that support the rubrics will be posted on our [Events webpage](#).

We will reach out in the near future to invite those educators utilizing one or more of the CSDE-supported rubrics to participate in future phases of the validation process.

### **If You Need Further Support**

Talent Office consultants have been assigned regionally and are available to provide guidance and support. Please feel free to contact a consultant assigned to your region with questions.

For general questions, please call our hotline at 860-713-6868.

<b>REGION</b>	<b>CONSULTANT</b>	<b>E-MAIL</b>	<b>PHONE</b>
<b>ACES</b> <b>CREC</b> <b>EASTCONN</b>	Kimberly Audet	<a href="mailto:kimberly.audet@ct.gov">kimberly.audet@ct.gov</a>	860-713-6829
<b>CES</b> <b>Education Connection</b> <b>LEARN</b>	Sharon Fuller	<a href="mailto:sharon.fuller@ct.gov">sharon.fuller@ct.gov</a>	860-713-6814

Thank you for your contributions and commitment to the development of an effective and meaningful educator evaluation and support process.

SM:cpf

cc: Dr. Dianna R. Wentzell, Commissioner  
Dr. Sarah J. Barzee, Chief Talent Officer

Attachments (3)