



Educator Preparation (Ed Prep) Newsletter



Summer 2014

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Spotlight: Teacher Performance Assessment

In February 2014 ESE convened a pre-service teacher performance assessment Task Force to draft a set of recommendations for the Commissioner. This Task Force was convened as part of the [Network on Transforming Educator Preparation \(NTEP\)](#) and because the current [pre-service teacher performance assessment system](#) lacks validity and reliability and is not aligned to the new [Professional Standards for Teachers](#) and other educator effectiveness policies, strategies and initiatives in which ESE has invested (e.g., [Educator Evaluation Framework](#), the [Massachusetts Curriculum Frameworks](#), [Educator preparation program regulations](#) and [guidance](#)).

The Task Force put forth a [set of considerations for the Commissioner](#) that were presented and discussed with the Commissioner in May and again in June. Based on this work, discussions with the Commissioner, and the need to create better alignment from pre-service to in-service, Massachusetts has chosen to develop our own performance assessment in alignment with the current Educator Evaluation Framework. We will soon begin work with a vendor (once identified) to build a valid and reliable pre-service teacher performance assessment system that will set a high bar for our pre-service teachers and providers, and align with other educator effectiveness policies in the Commonwealth. In addition to developing a pre-service teacher performance assessment system modeled after the Massachusetts educator evaluation framework, we will be creating a series of resources to support implementation of the new pre-service performance assessment system.

We are committed to working closely and communicating frequently with external stakeholders as we develop this system. We expect that:

- 1) ESE, with the support of a vendor, will begin development of the assessment system this fall (2014)
- 2) Sponsoring Organizations will pilot the new teacher performance assessment system during the 2015-2016 academic year.

NTEP Spotlight

Review Evaluation Tool & Criteria Released

During the last 18-months, ESE has been working to develop a tool that will support reviewers and the Department in conducting effective, efficient and consistently rigorous reviews of preparation providers in the state. These tools, which will be used in the upcoming 2014-2015 review cycle, are now available on our website at: www.doe.mass.edu/edprep/evaltool.

In addition to an overview for the tool itself, we've also published a full list of the criteria that are used to evaluate Sponsoring Organizations. Criteria are derived directly from the [Program Approval Standards and Indicators](#) and are designed to distill high-level concepts into a set of concrete, actionable criteria.

ESE encourages all Sponsoring Organizations to review these resources and to use the criteria as a catalyst for continuous improvement discussions within your organization.

Re-envisioning Licensure

ESE is seeking to develop a world class licensure and license renewal system well-aligned with other educator effectiveness policies. To this end, ESE has been examining policies for alignment and to ascertain to what extent the policies support this vision. Stakeholder engagement has been a critical part of this work. In May and June, ESE convened over 25 focus groups with more than 300 educators across the Commonwealth. In early October, be on the lookout for a [report](#) summarizing the perspectives of these educators on an effective state licensure system. This is the first phase of stakeholder engagement and serves to inform the development of guiding principles and possible policy frameworks.

Ed Prep Project Updates

Performance Assessment for Leaders (PAL)

ESE, in partnership with Bank Street College, is entering the [Field Trial](#) of the MA Performance Assessment for Leaders (PAL). The purpose of the Field Trial is to assess the validity and reliability of all four performance assessment tasks and the system overall as a means of evaluating candidate readiness for principal licensure.

Beginning September 1, 2014, principal/assistant principal candidates must complete all four MA-PAL tasks as part of obtaining MA licensure. [MA-PAL](#) work products received by May 15, 2015 will be scored, but candidates will not need a passing score in order to obtain licensure; only completion of the tasks is required. Work products received after May 15, 2015 will be scored and a passing score (based on state standard setting by November 1, 2015) will be required to obtain licensure.

Faculty and supervisors from MA principal preparation programs are encouraged to sign up to be scorers. By [serving as a scorer](#), you will have the opportunity to learn about the tasks and system. Scorers will receive a stipend for their work.

PST Public Comment Opportunity

The draft indicators for the new [Professional Standards for Teachers](#) (PST) are available for review. Public Comment on the draft indicators will be accepted until **Friday, September 26, 2014**.

We invite you to provide comment (form available [here](#)) by sending it to: 2014PSTIndicators@doe.mass.edu.

Teacher Preparation Program Completer Survey

This summer, the Ed Prep team launched [the Teacher Preparation Program Completer survey](#) to gather feedback from program completers on their preparation experiences. The survey was sent to over 4,000 completers who were endorsed during the 2013-2014 academic year. Data gathered from the survey will be posted on the ESE's Ed Prep Profiles and will be useful for multiple groups:

- Sponsoring Organizations should use results to inform and improve their programs;
- Candidates interested in pursuing teacher licensure can use data to help inform decisions regarding which program to attend; and
- ESE will use data generated from the surveys to catalyze conversations around the review and approval process.

Additional surveys (e.g. hiring principal, administrative leadership completers, supervising practitioners) are in the development phase and will be shared as they are made available.

Upload Documents to ELAR – New Feature

Sponsoring Organizations and individuals now have ability to upload documents (e.g. transcripts) to an individual's ELAR account. [Directions](#) for using this new, optional feature can be found on the resources page of our website.

ED PREP CALENDAR

SEPTEMBER 2014

September 23rd Ed Prep Program Reviewer Training

September 26th PST Public Comment Period ends

September 29th - October 1st Fall CAEP Conference, Washington, DC: Excellence in Educator Preparation: Building Our Profession on Evidence

OCTOBER 2014

October 31st MACTE Conference, College of the Holy Cross, Worcester, MA: Teacher Preparation: A Historical Perspective – The Past, The Present and Engaging the Future

NOVEMBER 2014

November TBD Field Engagement Meeting – CAEP Partnership Agreement

November TBD 2015-2016 Formal Review Launch Meeting

SEI MTEL Test Update

The [MTEL](#) Sheltered English Immersion (SEI) test was administered beginning June 9, 2014. As is typical for updated or new tests, the score report release date is extended due to the process of establishing the cut score. A passing score for this test has now been established and score reports for educators who took the SEI test June 9, 2014 through July 5, 2014 will become available on August 22, 2014.

Test results for educators who took the SEI test July 7, 2014, through August 30, 2014, will become available on September 19, 2014 as per the [MTEL score reporting schedule](#).

Staffing Update

The Ed Prep team has been very fortunate over the last few months to onboard several new staff members in support of the team mission: *Guarantee that preparation in Massachusetts results in effective educators ready to support the success of all students.*

Recruitment and hiring of new team members was done strategically to ensure that the team was comprised of highly-skilled, knowledgeable members who not only complement one another but are committed to engaging in this work in a deep and ongoing way. We are thrilled to have the following individuals working on the Ed Prep Team:

Nicole DellaRocco, Ed Prep Specialist
Nancy Labrie, Ed Prep Specialist
Campbell McLean, Ed Prep Specialist
Lauren McMahon, Ed Prep Project Specialist
Margaret Regan, Ed Prep Specialist

We will be announcing individual specialist/SO assignments in the coming months. In the interim, please continue to use the Ed Prep mailbox (edprep@doe.mass.edu) as we have found it to be an effective and efficient vehicle for supporting all inquiries from the field.

The Teacher Prep Inspectorate (TPI-US)

As part of our ongoing efforts to build an effective, efficient and consistently rigorous review process, ESE is looking to learn from other methods of program review, including: the new CAEP accreditation process; program review in other states (via NTEP); and recently, the Teacher Prep Inspectorate. ESE has been closely tracking a [national pilot of the inspectorate](#), modeled after the UK system of review, in the last two years. After hearing from deans of schools of education in New Mexico and Texas about the value of this model for continuous improvement efforts, ESE chose to explore the opportunity to pilot the inspectorate model. By engaging in this work, we hope to learn about potential protocols and practices that could strengthen our own review and approval process. We'd encourage organizations (alternative or traditional) who are interested in learning more or participating in the confidential, no-consequence pilot to contact Meagan Comb at mcomb@doe.mass.edu.

Contact the Ed Prep Team

Email edprep@doe.mass.edu with inquiries and questions related to Educator Preparation in Massachusetts.

Meagan Comb, Educator Preparation Manager, mcomb@doe.mass.edu

Elizabeth Losee, Assistant Director for Educator Policy, Preparation and Leadership, elosee@doe.mass.edu

Ed Prep Website

<http://www.doe.mass.edu/EdPrep/>

Newsletter Sign-up

To receive the quarterly Educator Preparation Newsletter in your inbox, please send an email with your name, title, organization and email address to:

EdPrep@doe.mass.edu

Technical Assistance FAQs

ESE is committed to providing timely technical assistance to Sponsoring Organizations. Towards this goal, the Ed Prep team has developed a system to organize and track questions and concerns regarding review, approval and program regulations including licensure. We include the most common FAQs in each edition of our quarterly newsletter.

What is the impact of the new fingerprinting requirement on SOs' placement of candidates for field-based experiences?

The [regulations](#) specifically state that this applies to “any student teacher, apprentice or intern working at a school who may have direct and unmonitored contact with children.” It is each school district’s responsibility to ensure that all individuals who have the potential for unmonitored contact with children have fingerprinting and background checks. See the [Frequently Asked Questions](#) resource for more information.

Preparation providers are strongly encouraged to reach out to your partner districts to determine what their specific requirements are regarding fingerprinting your candidates prior to commencing their field-based experiences. Information about locations and scheduling can be found on the [MorphoTrust website](#).

We want to change the process we've been using for maintaining candidate files. Can you provide some guidance for us? Can we move to electronic files?

ESE is in the midst of updating guidance on requirements for candidate files. In support of the 2012 standards and the new review process, we are working to align the expectations for documentation of candidate files with the evidence required for the review. As an advisory is forthcoming, we’re encouraging all Sponsoring Organizations to maintain current systems and processes regarding developing, maintaining, and storing candidate files. We anticipate updated guidance to be released this coming fall.

Can a Principal/Assistant Principal candidate take the Sheltered English Immersion (SEI) administrator course offered at their district and use that to meet the program requirement for the SEI Administrator endorsement?

Yes. The Principal candidate will apply and upon successful completion of the district-offered SEI Administrator course, will receive the endorsement from Department of Elementary and Secondary Education. In this case, the preparation program should **not** endorse the candidate for SEI Administrator but rather, should document verification of the endorsement in the candidate file.

When is ESE issuing a list of SEI courses that were reviewed and approved as part of approved initial licensure programs?

Although previous communication indicated that ESE would publish a full list of approved courses, it was determined that such a list was in conflict with existing policies on waivers. As with other waivers, Sponsoring Organizations should work with candidates and other organizations in determining whether to waive program requirements. ESE is issuing individual letters to each organization detailing the approved course codes and names. This letter could be used as the documentation to support a waiver.

Useful Resources

The Ed Prep Team is working to provide clear, consistent guidance through the development and dissemination of user-friendly advisories and How-tos.

Find them all at:
www.doe.mass.edu/edprep/resources

Just to highlight a few:

- Advisory on [Variety of Fields](#)
- Guide to updating your public facing information via the [Directory Administration](#) on the Ed Prep Profiles
- [You Tube video](#) on submitting candidates for the SEI Endorsement

New Ed Evaluation Resource

The Ed Eval team recently updated a handy, [quick-reference guide](#) that provides an overview for the 5-Step Cycle of Evaluation. Good as a refresher for teachers, administrators, faculty and candidates!