

MSFE Newsletter: June 2014

News & Updates

It's hard to believe the school year is almost over and our first year of TEPG, LEPC, and R&R program implementation is nearly behind us. Certainly, there are things we could have done better this year and program components that we will continue to improve going forward. But, for all you've accomplished this year - work that has been layered on top of all your regular responsibilities - congratulations. What you have accomplished in one year has taken many states and districts YEARS to do. Thanks for your strong commitment and follow-through.

Your input is needed. As you begin to button things up and ready for summer break, we would really value your input on what's gone well this year and what could be improved. Your superintendent will be sending you a link to our annual program evaluation survey. The survey window is open until June 25. It should take 10-20 minutes to complete. Your individual survey responses will remain anonymous. All data will be aggregated at the district level for the purpose of identifying areas for improvement. A high response to this survey is crucial, not only for federal reporting, but more importantly to inform our work going forward.

Looking ahead. We have a busy summer planned as we look to reflect on your feedback and make refinements to the programs. We have launched a workgroup that will focus on improving the LEPC program, and another that will focus on the broader system of supports that accompany changes to evaluation, such as school climate, teacher prep, selection and induction. Members of both workgroups are listed to the right, and we appreciate all for agreeing to serve. We are also readying for another great summer institute for teacher leaders and administrators. This year's institute will focus on the TEPG program, professional development topics chosen by districts, and assessment literacy. We will be introducing refinements to the TEPG Rubric along with a new TEPG Companion Guide.

Thanks again for all your efforts this year. Best wishes for a relaxing summer break.

Sincerely,
Scott, Jane and Deb

Resources

- **MSFE Program Evaluation Survey:** please take time to complete this before June 25. If you did not receive the survey link, contact your Superintendent.

Feel free to send your questions to the MSFE team msfe@maine.gov for feedback.

- Here is a list of district participants on our Leader Evaluation and Professional Growth (LEPC) and Human Capital Management System (HCMS) workgroups.

MSFE Leader Evaluation and Professional Growth Program Workgroup:

- Katie Joseph, MSAD 11
- Dave Murphy, MSAD 44
- Clark Rafford, MSAD 44
- Deb Levesque, MSD
- Matt Waite, MSD
- Greg Potter, RSU 19
- Amanda Hersey, RSU 19
- Bill Webster, Lewiston PS
- Howie Tuttle, SVRSU 12
- Carl Landry, MSAD 55
- Ken Colville, MSAD 74
- Larry Worcester, MSAD 24

MSFE Human Capital Management System Workgroup:

- Barbara Moody, Husson University
- Mary Paine, Maine DOE
- Anita Bernhardt, Maine DOE
- Pat Hopkins, MSAD 11
- Dave Murphy, MSAD 44
- Jan Morse, RSU 19
- Sandra MacArthur, UMaine, Farmington
- Sherri Gould, RSU 19
- Nancy Perkins, Maine State Board of Education

Frequently Asked Questions

Q: What will our professional development associated with this work look like next year?

A: Other than the necessary orientation module (which will include updates to the TEPG and SLO process and the use of RANDA) and time to work on your professional goal and SLO writing, TEPG PD will have more flexibility next year with respect to content, structure, and scheduling within your district. MSFE will be providing support for professional learning opportunities using structures discussed at Summer Institute, including professional learning communities, peer and video observations, lesson study, book clubs, action research, and analysis of student work. Districts should reserve time on their calendars for professional development using one or more of these structures. While the PD may be focused around the three high-impact topics discussed at Summer Institute—differentiation, higher order thinking, and formative assessment—MSFE will also support schools in using the PD structures as frameworks for professional learning on other topics aligned to school and district priorities.

Q: When will we find out how we did on our R&R program?

A: All educators eligible for recognition and reward should expect to receive their R&R Individual Report before July 31, followed by any earned teacher leader stipends and/or performance-based rewards. Contact your MSFE District Coordinator for more information.

Do you have a question you would like to see answered here? Email it to msfe@maine.gov.

Reminders & Important Dates

- **TIF4 Summer Institute for Teacher Leaders and Administrators:** August 4-6, Senator Inn, Augusta
- **MSFE Executive Advisory Council:** October 1, 11am – noon, Rm 103 Cross Office Building, Augusta
- **TIF4 MSFE Statewide Practitioners' Group:** October 1, Noon - 3pm, Rm 103 Cross Office Building, Augusta

Test your MSFE Knowledge

Test your knowledge of MSFE with these four questions! Answers can be found in the box below.

1. **Which components are part of the MSFE broader human capital system of support?**
 - a. Evaluation and Professional Growth
 - b. School climate
 - c. Selection and induction
 - d. Educator preparation
 - d. All of the above
2. **True or False:** Teachers must receive a summative effectiveness rating of effective or higher to be eligible for R&R.
3. **True or False:** In the 2014–15 school year, each teacher must write two SLOs. The first SLO must be an individual SLO. The second SLO can be a team SLO, a targeted SLO, or a second individual SLO.
4. **The TEPG and LEPG programs are anchored on which professional practice standards.**
 - a. Charlotte Danielson, Framework for Teaching
 - b. National Board
 - c. Marzano Art and Science of Teaching Framework
 - d. None of the above

1=d; 2=True; 3=True; 4=b

Quote of the Month: We recently finished up our work with the MSFE Teacher Advisory Group, a cross-district group who gave us very helpful insights throughout the year. As one TAG member said about his/her participation, "It was a really interesting experience...and I appreciate the fact that we were asked for feedback and feel that the leaders took it into consideration."

- Classroom Teacher and 2013-2014 TAG member