




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



**TO:** Superintendents of Schools

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

**DATE:** May 13, 2014

**SUBJECT:** Approval of Revised Guidelines for Educator Evaluation

The State Board of Education (SBE) approved the following resolutions at its meeting on May 7, 2014:

**RESOLVED**, That the State Board of Education, pursuant to subsection (c) (2) of Section 10-151b of the Connecticut General Statutes, amends the guidelines for an educator evaluation and support program, known as the Connecticut Guidelines for Educator Evaluation, by incorporating “Proposed Guidelines Revisions” dated April 24, 2014, proposed by the Performance Evaluation Advisory Council (PEAC) and the “Extension of Waiver Provision” presented within these materials; and

**RESOLVED**, That the State Board of Education approves the proposed changes to Connecticut’s System for Educator Evaluation and Development (SEED), as summarized in the “Proposed Updates to the 2014 SEED Handbook,” as recommended by PEAC at its meeting on April 24, 2014, and directs the Commissioner to take the necessary action.

As a result of the approval of this resolution, the Guidelines for Educator Evaluation and Support have been revised to include the attached “**CT SBE-Adopted Revisions: Guidelines for Educator Evaluation**” as outlined below:

**a) 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.

**b) 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 Connecticut State Department of Education (CSDE) and PEAC related to the “4-Level Matrix Rating” process during the course of the 2014-15 academic year.

**c) 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 test results has already been suspended, in effect, from the evaluation process for the 2014-15 year, pending federal approval.

**d) Extension of Waiver Provision:**

- Provision providing the CSDE with continued authority to permit waivers to the Guidelines for Educator Evaluation on an annual basis. The specific language to be incorporated into the Guidelines for Educator Evaluation is as follows:

The Commissioner of Education may waive components of these guidelines for any local or regional board of education that has expressed an intent by a deadline provided to districts in the approval process timeline pursuant to section 1.3 of the guidelines, to adopt a teacher evaluation program for which such board requests a waiver, provided the plan is in accordance with the statutory requirements of subdivision (1) of subsection (c) of section 10-151b of the Connecticut General Statutes, as amended.

In addition, the SBE approved updates to the 2014 SEED Handbook to coincide with the proposed revisions, as outlined within the attached document entitled "**2014 SEED State Model Updates.**"

Each local and regional board of education, in mutual agreement with its district's Professional Development and Evaluation Committee, will be able to develop its district plan for evaluation and support for 2014-15 inclusive of these revisions.

Each district will submit its 2014-15 plans to the CSDE for review and approval, based upon the process developed by the CSDE. Upon review, the CSDE will notify each district of either approval or the need for revisions of its 2014-15 educator evaluation and support plan. Upon CSDE approval, the district may proceed with board adoption and implementation of the approved plan. Instructions for submitting your district 2014-15 educator evaluation and support plans will be forthcoming in a statewide newsletter.

For further information regarding this mailing, please contact Shannon Marimón, Division Director, Educator Effectiveness and Professional Learning, at 860-713-6816, or via email at [shannon.marimon@ct.gov](mailto:shannon.marimon@ct.gov).

SJB:cps

Attachments: CT SBE-Adopted Revisions- Guidelines for Educator Evaluation  
2014 SEED State Model Updates