

M.O.R.E. Board of Education Sub-Committee RESCs and Teacher Evaluation Working Group

The group met several times and worked to develop recommendations on evaluation within the limited framework of the M.O.R.E. Commission. Faced with the challenge of rapidly evolving changes in the evaluation framework, we tried to focus on issues which would expand opportunities for the local districts to use regional resources principally developed in association with the RESCs. We did find that the RESCs have already been working to develop evaluations support resources for the districts.

Recommendations:

- Greater Flexibility - Districts should be given greater flexibility in the number and focus of observations with a concentration on inexperienced teachers and those with identified areas in need of support. RESCs have been working to develop trained evaluators who could supplement local administrators in order to reduce the burden. Time and costs have been a major concern for all districts.
- Increased Time Frame - Time for implementation should be longer. Factors such as the connection to the Common Core, development of appropriate related curriculum, delivery of content and instruction, and associated costs have not been well thought out. Curriculum tied to the Common Core can be developed in association with the RESCs on a regional basis (or statewide basis) reducing related staff requirements and costs.
- Better Informed Meaningful Professional Development - Professional development has been identified as an area of concern with many reports that there is little connection or relationship to identified needs. While districts may address specific problems, it was felt that the RESCs would be an outstanding resource in developing such programs on a regional basis. They might also be in a better position (then the Dept. of Ed) to monitor the success of such program with local input.
- Uniform Training Models – While evaluation models may vary, there are more similarities than differences. Uniform training would for evaluators would help reduce the differences in standards from district to district.
- Data Collection and Management – There are significant concerns with data management systems available. A well designed uniform system would resolve many issues of time and reporting redundancy. There were concerns expressed that the State Department of Education itself has been overburdened with reporting requirements.