



Regional Educational Laboratory at EDC



**Bridge Event  
AGENDA**

**Leveraging Educator Evaluation to Transform Teaching and Learning**

Hosted by the Northeast Educator Effectiveness Research Alliance (NEERA) and the Urban School Improvement Alliance (USIA) at REL Northeast & Islands

Thursday, November 12, 2015  
9:00 a.m. – 3:00 p.m. ET

Education Development Center  
43 Foundry Avenue  
Waltham, Massachusetts

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| <b>9:00 – 9:30 a.m.</b>   | <b>Registration</b>  |
| <b>9:30 – 9:50 a.m.</b>   | <b>Welcome, Introductions, Goals for the Day</b><br>Jill Weber, Director, REL Northeast & Islands<br>Susan Mundry, NEERA Facilitator<br>Karen Shakman, PhD, NEERA Researcher<br>Jill Conrad, PhD, USIA Facilitator<br>Anthony Petrosino, PhD, USIA Researcher  |
| <b>9:50 – 10:20 a.m.</b>  | <b>Keynote Address: “Leveraging Educator Evaluation: Multiple Perspectives and Uses”</b><br>Jal Mehta, PhD, Associate Professor, Harvard University Graduate School of Education   |
| <b>10:20 – 10:50 a.m.</b> | <b>Practitioner Panel: “Multiple Perspectives: Voices from the Field”</b><br>Margarita Ruiz, Superintendent, Salem Public Schools, Mass.<br>Michael Sabin, Principal, Waltham, Mass.<br>Paul Schlichtman, Coordinator for Research, Testing, and Assessment<br>Lowell Public Schools, Mass.<br>Ann McConchie, Teacher, Nauset Regional Middle School, Orleans, Mass. |
| <b>10:50 – 11:15 a.m.</b> | <b>Keynote Reflection</b><br>Jal Mehta   |

- 11:15 a.m. – 12:30 p.m. Concurrent Sessions—Morning**  
See page 3 for details
- 12:30 – 1:15 p.m. Working Lunch Discussions: Table Talks**  
Susan Mundry
- 1:15 – 1:25 p.m. Preview of Afternoon Sessions**  
REL Northeast & Islands staff
- 1:30 – 2:45 p.m. Concurrent Sessions—Afternoon**  
See page 3 for details
- 2:45 – 3:00 p.m. Wrap-Up, Next Steps, and Evaluation**  
REL Northeast & Islands staff

## Concurrent Sessions—Descriptions

### **Leveraging Educator Evaluation to Build a Common Vision of Effective Practice**

Participants will learn how several school districts have ensured that their professional practice rubrics reflect a common vision of practice and have developed their leaders' capacity to use these rubrics to distinguish among the educators they evaluate.

**Morning:** Stephanie Schultz of District of Columbia Public Schools IMPACT and Kathy Dunne of WestEd will present how Washington, DC Public Schools and other districts have engaged in calibration-related activities with new professional practice evaluation rubrics.

**Afternoon:** Jerome Doherty, Office of Human Capital at Boston Public Schools, will present on how BPS has leveraged new educator evaluation tools and processes to build school leaders' collective understanding of effective practice. Tobi Chassie, District Administrator at Pittsfield, NH Public Schools, will present on how that district is seeking to strengthen its rubric to better align with the district's vision for student-centered learning.

### **Leveraging Educator Evaluation for Professional Learning**

Participants will learn about research related to the role of educator evaluation in informing professional learning and the role of effective feedback in influencing professional practice.

**Morning:** Karen Shakman, NEERA Researcher; Erin Grogan, Partner at TNTP; and a representative of Boston Public Schools Office of Human Capital will discuss how districts can increase alignment of educator evaluation and professional learning and support.

**Afternoon:** Mary Laski, with Brown University's Evaluation Partnership Program with Tennessee Department of Education, and Trudy Cherasaro, REL Central, will discuss their work to support districts in using the data generated from educator evaluation to make decisions about how best to support and improve teacher practice.

### **Leveraging Educator Evaluation to Improve Systems**

Participants will learn how states and districts are approaching educator evaluation to make decisions about policy and practice and will consider how, as district and school practitioners, they can use their own educator evaluation data to make system improvements.

**Morning:** Dan Humphrey of SRI International and Ron Noble of Massachusetts Department of Elementary and Secondary Education will discuss how that state has used findings from the independent evaluation of implementation of the new educator evaluation model in specific districts to make policy, guidance, and support decisions, and invite participants to think about lessons from the evaluation that might be applied to their own systems.

**Afternoon:** Catherine Barbour of the Center on Great Teachers and Leaders and NEERA Facilitator Susan Mundry will co-facilitate a session focused on how principals and district leaders can help build principals' capacity to understand, analyze, and apply different types of teacher effectiveness data to strategic planning and educator talent development decisions.