

**CONNECTICUT STATE BOARD OF EDUCATION  
Hartford**

**TO BE PROPOSED:**

March 4, 2015

**RESOLVED**, That the State Board of Education receives the 2014 Annual Report of the Connecticut Advisory Council for Teacher Professional Standards, submitted in accordance with the requirements of subsection (e) of Section 10-144d of the Connecticut General Statutes, and directs the Interim Commissioner to take the necessary action.

Approved by a vote of \_\_\_:\_\_\_ this fourth day of March, Two Thousand Fifteen.

Signed: \_\_\_\_\_  
Dianna R. Wentzell, Secretary  
State Board of Education

**CONNECTICUT STATE BOARD OF EDUCATION**  
**Hartford**

**TO:** State Board of Education

**FROM:** Dr. Dianna R. Wentzell, Interim Commissioner of Education

**DATE:** March 4, 2015

**SUBJECT:** 2014 Annual Report of the Connecticut Advisory Council for Teacher Professional Standards

Attached you will find a copy of the 2014 Annual Report from the Connecticut Advisory Council for Teacher Professional Standards, submitted in accordance with the requirements of subsection (e) of Section 10-144d of the Connecticut General Statutes.

Prepared by: *Kim L. Wachtelhausen*  
Kim Wachtelhausen, Education Consultant  
Bureau of Educator Effectiveness and  
Professional Learning  
Talent Office

Reviewed by: *Nancy L. Pugliese*  
Nancy L. Pugliese, J.D., Chief  
Bureau of Educator Standards and Certification  
Talent Office

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

**Connecticut Advisory Council for  
Teacher Professional Standards  
Doreen Merrill, Chair**

March 4, 2015

The Honorable Dannel Patrick Malloy  
Governor of Connecticut  
State Capitol  
210 Capitol Avenue  
Hartford, Connecticut 06106

The Honorable Allan B. Taylor  
Chairperson  
State Board of Education  
165 Capitol Avenue  
Hartford, Connecticut 06106

The Honorable Gayle Slossberg  
Co-Chair, Education Committee  
Connecticut General Assembly  
Legislative Office Building, Rm. 3100  
Hartford, Connecticut 06106-1591

The Honorable Andrew M. Fleischmann  
Co-Chair, Education Committee  
Connecticut General Assembly  
Legislative Office Building, Rm. 3101  
Hartford, Connecticut 06106-1591

Subject: Annual Report of the Connecticut Advisory Council for Teacher Professional Standards – 2014

In accordance with the provisions of the Connecticut General Statutes, subsection (e) of Section 10-144d, I am pleased to forward to you this annual report of the Connecticut Advisory Council for Teacher Professional Standards (CACTPS).

**Council Charge**

CACTPS addresses timely and relevant educational issues in the depth necessary to contribute meaningfully to educational improvement. Our aim is to investigate key issues thoroughly, develop substantive policy recommendations and bring greater visibility to critical matters. The Council generally focuses annually on one or two major issues affecting the teaching profession and makes recommendations to the Governor's Office, the Education Committee of the General Assembly and the State Board of Education as appropriate. The Council also keeps abreast of other matters affecting the profession as required by its legislative charge.

**Issues of Focus**

A continuing focus for this year was Connecticut's System for Educator Evaluation and Support and Connecticut's transition to the Connecticut Core Standards and Smarter Balanced Assessments. A new focus for the Council included an exploration of the pathway to becoming a Connecticut educator and the current work of the Educator Preparation Advisory Council (EPAC) regarding teacher and leader preparation programs.

Each meeting was attended by key educators representing these issues and provided an opportunity for in-depth discussion and consideration of the issues by the Council members.

### **Information Sessions**

During the Council meetings, the following information sessions were provided and discussed.

- **Joint Meeting with Connecticut Advisory Council for School Administrator Professional Standards**

**Featured Speaker: Dr. Sarah J. Barzee, Chief Talent Officer, Connecticut State Department of Education**

The year began with a joint meeting of the teacher and administrator advisory councils. Dr. Sarah Barzee, Chief Talent Officer, was invited to attend the joint council meeting to present *Lessons Learned from the Connecticut Pilot Study: System for Educator Evaluation and Support and Development Program*. Dr. Barzee shared the Connecticut State Department of Education (CSDE) and Talent Office mission, vision and goals and clarified the difference between the Guidelines for Educator Evaluation and Support and the System for Educator Evaluation and Development (SEED), the state model for educator evaluation and support. The Neag School of Education pilot study findings were shared and summarized:

- most pilot participants felt that the evaluation and support system had potential. There were positive comments around the frequency of administrator presence in classrooms and the opportunity to create a common language to describe effective and ineffective instruction;
- teachers expressed an eagerness to learn more about the SEED model with additional guidance centered on the development of student learning goals and objectives;
- teachers expressed concern around the skills of evaluators to observe fairly and equitably and were eager to have additional resources available; and
- questions about the use of complementary evaluators were raised regarding the level of contribution to a teacher's overall evaluation.

The presentation included a discussion of common misconceptions surrounding the educator evaluation and support system, especially with regard to the required number of observations and student learning objectives.

The presentation concluded with an opportunity for questions and comments from membership to include:

- feasibility of the evaluation process relative to the time it takes to accomplish observations, provide effective feedback through conferencing and assign a summative rating;
- the need for teacher support and specific opportunities for evaluation-based professional learning;
- observation of professional practice for student and educator support specialists;
- questions about the communicated idea that teachers may live in "proficient" and visit "exemplary" within a performance continuum;
- a reminder that the Neag Study only centered on the implementation of SEED and did not include comparison data across other systems of educator evaluation and support; and
- the need for rubrics to be consistently updated and be representative of the designated educators. Professional judgment is always a part of an effective evaluation process.

Dr. Barzee responded to all questions and comments and shared that the needs of systems and structures will slowly undergo change in the spirit of ongoing, continuous improvement. As greater understanding of the system is shared among district staff, different roles will emerge for teachers and administrators and will include more opportunities for distributed teacher and leader tasks.

- **Current Legislation—Ray Rossomando, CEA Research and Policy Development Specialist**  
Mr. Rossomando shared current bills impacting public education to include:

- expanding access to school readiness;
- movement toward full day kindergarten;
- changes in cost sharing for special education;
- use of a dyslexia diagnosis;
- development of guidelines for alternative schools;
- uniform school calendar;
- new curriculum requirements (teen dating/social media);
- SERC as a quasi-state entity to deliver education services;
- liability procedures for the distribution of medications in schools; and
- Board of Education requirement to entertain competitive bids for insurance plans.

Mr. Rossomando shared that the Connecticut Core bill did not come out of the education committee and that the Performance Evaluation and Advisory Committee (PEAC) would be addressing proposals for changes to the teacher evaluation and support system for the 2015-2016 school year.

- **Updates to Educator Evaluation and Support District Plans—Michele O’Neil (CEA) and Kim Wachtelhausen (CSDE)**

Flexibilities for immediate district consideration and implementation were shared with the Council. Several flexibilities were offered to districts by CSDE after PEAC issued recommendations. District Professional Development and Evaluation Committees (PDECs) needed to consider the flexibility options for inclusion into their educator evaluation and support plans by March 2014.

Flexibility options include:

- reducing to one student learning goal/objective with two or more Indicators of Academic Growth and Development (IAGDs);
- reducing the number of observations for teachers who have been previously evaluated as proficient or exemplary; and
- decoupling the use of state test data from teacher evaluation for the 2013-2014 school year due to the transition to the Smarter Balanced Assessment.

Districts will also have multiple options for data management. Access of data will be limited to the primary evaluator, the superintendent or his/her designee and other designated professionals directly involved with evaluation and professional development processes. Clarification was provided around non-classroom reviews of practice.

- **The Pathway to Becoming a Connecticut Educator Featured Speakers—Gina Murray, CEA Aspiring Teachers Student Program, and Nancy L. Pugliese, Chief, Bureau of Educator Standards and Certification**

Ms. Murray shared experiences in her teacher preparation program and spoke of how her program prepared her to serve in her current role as a Pre-K Special Education teacher. Ms. Murray answered questions posed by Council members. Key ideas shared with membership included:

- although student teaching was a full semester, Ms. Murray felt that she was more prepared for the classroom through her graduate program internship. The ability to gain in-class experience as an undergraduate was not as comprehensive as she would have liked. She does consider that her status as a graduate student may have enriched the internship experience;
- developing a portfolio as an exit requirement could use some reexamination to determine its value and/or translation to authentic practice; and
- as a new teacher who has worked in two schools, the Teacher Education and Mentoring (TEAM) Program implementation varied. Ms. Murray felt that the program was more highly valued and supported in one school over another.

Nancy Pugliese was invited to speak to Council members about the pathway to becoming a Connecticut educator. Ms. Pugliese discussed the process of program approval using the National Council for Accreditation of Teacher Education (NCATE) and Connecticut teaching standards and the need for higher education institutions to undergo an approval process every five years. Ms. Pugliese shared information and answered questions posed by Council membership around several key ideas:

- preparation programs identified as “needing improvement” create a plan to address the area(s) noted. A 12-member review committee makes the decision to deny or issue full, provisional or probationary approval;
- to date, programs that have been placed on “probation” can generally continue to accept students. A clearly articulated plan with an established timeline for meeting requirements for program approval is developed;
- multiple certification endorsement options that incorporate overlapping grade levels have reduced the number of middle school and early childhood teacher candidates;
- beginning in 2017, to move from a Provisional Certificate to a Professional Certificate, teachers will need a subject area Master’s Degree; and
- the Bureau of Educator Standards and Certification facilitates interstate transfers through the NASDTEC Interstate Agreement when possible. If a teacher has taught for 30 months in another state, s/he may be able to apply for a certificate that most closely matches the one already held. Exams may be required.

### **Council Planning for 2014-2015**

Following discussion about possible topics for the 2014-2015 year, the Council decided to focus on various issues related to educator preparation in Connecticut.

- impact of Southern Connecticut State University’s “probationary approval” status
- pathway to becoming a Connecticut educator;
- coursework changes to meet program approval expectations;
- variation in teacher preparation programs from one institution to another;
- developing a university panel/survey to collect student feedback data;
- cross-endorsements for individual certifications;
- recruiting minority educators;
- program enrollment across higher education institutions;
- Foundations of Reading Survey; and
- Professional Learning Standards

### **Areas of Focus for Calendar Year 2015**

The Council will continue its focus on Connecticut’s system for educator evaluation and support, Connecticut’s transition to the new Connecticut Core Standards and Smarter Balanced Assessments, technology and other timely issues that affect teachers, administrators and students. Additionally, the Council is planning to pursue a greater understanding of teacher preparation in the state of Connecticut. The Council will continue its collaboration with the Connecticut Advisory Council for School Administrator Professional Standards and met jointly in January 2015.

The Council members expressed a desire to follow up on recommendations presented to the State Board of Education (SBE) as outlined in the 2014 annual board report. It was suggested that the CACTPS Chairperson prepare a report for the Connecticut Education Association (CEA) Board of Directors and the American Federation of Teachers (AFT) Executive Committee with one member responsible for bringing CACTPS recommendations to the legislative commission.

As the body charged with making recommendations regarding teacher effectiveness to the CSDE, the Connecticut Advisory Council for Teacher Professional Standards hereby recommends the following:

- 1) discuss the charge of the Council with the State Board of Education, as outlined in legislation, to include previous recommendations and possible actionable items;
- 2) obtain regular updates about the ongoing work of the Educator Preparation Advisory Council (EPAC) with the opportunity to forward questions for response;
- 3) obtain regular updates from the Performance Evaluation Advisory Committee (PEAC);
- 4) discuss the establishment of a professional standards board in lieu of the current advisory council; and
- 5) discuss the possibility of including a member of CACTPS on EPAC and PEAC.

### **Council Business**

In 2014, the Council met five times: January 16, 2014 (joint meeting with the Administrator Council); March 27, 2014; May 22, 2014; October 2, 2014; and November 20, 2014. Doreen Merrill continued her service as chair for the Council.

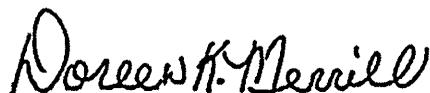
There were no new appointments for 2015. Currently, the total number of individuals serving on the 17-member council is nine.

A list of members of the Council is included in Attachment A.

This annual report is provided to the SBE in accordance with the legislation that has established the Council, so that the SBE may be apprised of its activities and the educational issues that are important to the Council members. The Council will follow up annually to update the SBE on its activities.

We are pleased with the Council's progress during 2014, and we look forward to continuing to fulfill our role in addressing relevant educational issues affecting the teaching profession. If we can be of assistance on issues important to you or if you have comments or questions, please contact Kim Wachtelhausen, CSDE liaison to the Council, at (860)713-6841, or via e-mail at [kim.wachtelhausen@ct.gov](mailto:kim.wachtelhausen@ct.gov), or Doreen Merrill, 2014 Chairperson, at [rickdor@cox.net](mailto:rickdor@cox.net).

Sincerely,

A handwritten signature in black ink that reads "Doreen H. Merrill". The signature is written in a cursive style with a large initial "D".

Doreen Merrill  
Chairperson, Connecticut Advisory Council  
for Teacher Professional Standards, 2014-15

DM:kwm

## Connecticut Advisory Council for Teacher Professional Standards 2014-15

Title	F.Name	L.Name	Appt. By	Mailing Title	Organization	Mailing Address	City	ST	Zip	Work #	Home #	Rep	Term	FAX	E-mail
	<b>VACANT</b>		<b>Governor</b>												
Mr.	David	Hayes	AFT, CT	Elementary Teacher		236 Ascot Lane	Torrington	CT	06790		203-482-5087/ C	Elementary Teacher	2015		<a href="mailto:sonicsyrup@yahoo.com">sonicsyrup@yahoo.com</a>
Ms.	Marie	De Santo Schweitzer	House Minority Leader			71 Lincoln St.	Berlin	CT	06037			Public member	2015		<a href="mailto:Marie.schweitzer@cga.ct.gov">Marie.schweitzer@cga.ct.gov</a>
Mr.	Daniel	Wilbur	CEA	Social Studies Teacher	Northwestern Regional Middle School	120 Meadowbrook Lane	Torrington	CT	06790		860-201-5079	Teacher			<a href="mailto:danielwilbur@gmail.com">danielwilbur@gmail.com</a>
Ms.	Doreen	Merrill	CEA	Teacher Elem. Spec Ed	Beecher School	75 Winding Trail	Cheshire	CT	06410-3324	203-389-2195	203-439-0020	Elementary Teacher	2015		<a href="mailto:rickdor@cox.net">rickdor@cox.net</a>
Dr.	Edward	Malin	SBE	Chair, Education Dept	Sacred Heart University	90 Williams Rd.	Trumbull	CT	06611	203-365-4787	203-261-0045	Higher Education	2014		<a href="mailto:maline@sacredheart.edu">maline@sacredheart.edu</a>
	<b>VACANT</b>		<b>SBE</b>												
Ms.	Lauren	Mancini-Averitt	AFT, CT	High School Teacher	Malony High School	58 Stuyvesant Ave	New Haven	CT	06512		203-215-4557/C	High school teacher	2015		<a href="mailto:l.manciniveri@meriden.k12.ct.us">l.manciniveri@meriden.k12.ct.us</a>
	<b>VACANT</b>		<b>House Minority Leader</b>									School administrator			
	<b>VACANT</b>		<b>Senate Majority Leader</b>									Board of Education			
	<b>VACANT</b>		<b>Speaker House</b>	Parent											
Ms.	Meghan	Weller	CEA	Spec. Ed. Teacher	Six to Six Magnet (CES)	65 Piper Rd.	Hamden	CT	06514-3335		203-449-4730	Teacher			<a href="mailto:wellem@ces.k12.ct.us">wellem@ces.k12.ct.us</a>
	<b>VACANT</b>		<b>Pres Pro Tem</b>												
	<b>VACANT</b>		<b>House Majority Leader</b>	Superintendent											
Ms	Ann	Cavanaugh Grosjean	Senate Minority Leader									Public	2015		<a href="mailto:acava1107@yahoo.com">acava1107@yahoo.com</a>
Mr.	Donald	Johnson	Senate Minority Leader			6 Grant Road	Bethany	CT	06524	203-393-1875		Parent	2015		<a href="mailto:Djohnson1@snet.net">Djohnson1@snet.net</a>
<b>State Department of Education</b>															
Ms.	Sarah	Barzee	Talent Office	Chief Talent Officer	SDE	Box 2219, Room 237	Hartford	CT	06145-2219	860-713-6848					<a href="mailto:Sarah.barzee@ct.gov">Sarah.barzee@ct.gov</a>
Ms.	Kim	Wachtel-hausen	Talent Office	Education Consultant	SDE	Box 2219, Rm 235	Hartford	CT	06145-2219						<a href="mailto:Kim.wachtelhausen@ct.gov">Kim.wachtelhausen@ct.gov</a>