



STATE OF CONNECTICUT
STATE DEPARTMENT OF EDUCATION



TO: Garth Harries, Superintendent of Schools
New Haven Public Schools

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

DATE: August 13, 2013

SUBJECT: Educator Evaluation and Support Plan Waiver Request Response

In accordance with the guidelines set forth in P.A. 13-245, the Connecticut State Department of Education (CSDE) received a request for a waiver from selected components of CT's Guidelines for Educator Evaluation (June 2012) from the New Haven Public Schools.

The New Haven Public Schools has had a pre-existing educator evaluation and support plan in place for three years. This plan has been reviewed and substantially adheres to the principles as set forth in the Core Requirements, with an emphasis on incorporating multiple measures such as: student outcomes, inclusive of state test results; observation of educator practice and performance; professional values and arrival at an annual summative rating. After a careful review of New Haven's educator evaluation and support plan, we are pleased to approve your waiver request, contingent upon the following considerations:

- New Haven Public Schools Educator Evaluation and Development Model rates all teachers on a five-level summative rating scale, which was developed and agreed upon by teachers and administrators: *Needs Improvement, Developing, Effective, Strong and Exemplary*. New Haven must align their five-level system to the four required performance designations: *Exemplary, Proficient, Developing and Below Standard*, for assigning summative ratings and reporting to the CSDE along these four designation levels.
- In accordance with the Guidelines, stakeholder feedback must be included as a part of a teacher and administrator's final summative rating. The CSDE understands that New Haven will incorporate a process for all teachers and administrators to include parent, peer, and/or student feedback as a part of their final summative rating. For administrators, teacher feedback will also be incorporated. Approval on this point is granted on this basis.
- Inclusion of whole-school student learning indicators into the teacher evaluation and support model. The CSDE understands that New Haven Public Schools intends to

meet and contemplate how this will be added to the model. The CSDE grants a one year grace period for this component.

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The CSDE approves your use of the New Haven Public Schools Educator Evaluation and Development Model as outlined. Please note that this waiver approval is for the 2013-14 academic year only.

We appreciate the thoughtfulness and timely attention that you and educators in New Haven have put into this process. Thank you for the hard work that is demonstrated in your educator evaluation and support plan and for your commitment to implement during the 2013-14 school year.

SB/SP

cc: Stefan Pryor, Commissioner