

**Q and A RFP # 14SDE0017RFP
VALIDATION OF OBSERVATION PROTOCOLS AND ONGOING CALIBRATION FOR
EVALUATORS: TALENT OFFICE**

April 21, 2014

- 1. Does the CSDE Talent Office intend to centrally manage and administer calibration activities for evaluators across the state, or will each individual district be in charge of managing their own implementation?**

The Guidelines for Educator Evaluation (2012) require that districts provide on-going calibration of evaluators. All districts will be offered the opportunity to opt-in to the state offered process. However, districts are free to determine how they will calibrate their evaluators.

- 2. Does the State seek a unified, statewide calibration approach that is managed, controlled and purchased by the State or a unified, statewide system that is managed, controlled and purchased by its districts?**

We seek to make available a statewide unified calibration approach that can be adapted and transferred to any LEA. In the long term we would expect this to be a gradual release to districts so that they can manage the process themselves.

- 3. Will the proposed training occur at the Regional Education Service Center (RESA) level, or at the individual district level?**

The contractor will work with the CSDE to determine the level of roll out and implementation.

- 4. Is there an estimated number of evaluators/observers with whom the calibration system will be used?**

With the focus on evaluators/observers of teachers, the approximate number of evaluators/observers in the state is 2500.

- 5. The term calibration in the context of evaluator training has been defined differently and is largely dependent on the context to which evaluation results are used. How does the Connecticut Department of Education intend to use evaluation results? For example, will the results be used to make high-stakes decisions and/or to provide formative feedback to educators?**

Connecticut's educator evaluation and support system is the cornerstone of a comprehensive process aimed to improve individual and collective practice. High-quality evaluations are necessary to inform the individualized professional development and support that an educator may require. High-quality evaluations are also necessary to make fair employment decisions based on teacher and leader effectiveness. Used in this way, high-quality evaluations will bring greater accountability and transparency to schools and instill greater confidence to employment decisions across the state. Therefore, evaluators need to be calibrated in order to provide formative feedback to educators and to make high-stakes decisions.

- 6. Please provide further detail about the status of the current observer data collection work and how the Calibration portion of this RFP is expected to interface with that effort, if at all.**

Currently, the state does not have specific requirements around the collection of calibration data. The State expects that it is monitored at the district level.

- 7. Are Connecticut school districts required to submit teacher-level data to the CSDE? If so, will the contractor be able to use that data within its proposed validation process?**

The CT State Department of Education (CSDE) is still in the process of finalizing the end-of-year reporting requirements for all districts. The vendor can work with the individual districts to determine the appropriate data to use for validation purposes.

- 8. Districts in the State use a variety of rubrics for observation including the state developed CCT Rubric for Effective Teaching 2014, the Danielson model and other district-adapted/state-approved rubrics. Does the ongoing calibration training need to account for each of these various rubrics? How does the State envision the new system supporting each scenario?**

We would request that the training or protocol emphasize the *CCT Rubric for Effective Teaching 2014*, the state developed rubric; however, the vendor may present a proposal that is adaptable to other rubrics as well.

- 9. The RFP provides that the CSDE has the option of extending the contract for up to a full year.**

The CSDE would expect to have regular check-ins with the selected contractor to check on the progress of work. If more time is needed to complete already agreed-upon deliverables, then more time may be provided.

- 10. Can you please clarify what is required for each of the pieces listed under Organizational Information?**

The four items that should be addressed for “Organizational Information” are identified in the RFP section titled “Submittal Requirements”, part 4. You should include any information that you feel is pertinent to those areas.