

Clarification of pilot year for PEPG systems

Administrative Letter: 1

Policy Code: BGE

To: Superintendents

From: Chief Academic Officer, Rachelle Tome

Date: November 5, 2015

Re: Clarification of Pilot Year for PEPG Systems

In an effort to further clarify the expectations of ME Dept. of Education Regulation, Chapter 180 and the Performance Evaluation and Professional Growth (PEPG) development process the Maine Department of Education (Maine DOE) is offering this guidance for all Maine School Administrative Units (SAUs). It is important to remember the 2015-2016 is the pilot year for all districts to develop and adjust their PEPG systems. Public Law 2015, Chapter 18 changed the pilot year. This bill was effective April 12, 2015.

The Maine Department of Education requested completion by all SAUs of an ***Intent to Pilot*** survey through a Commissioner's Update on June 9, 2015. This survey has given the Maine DOE important data regarding the status of PEPG development across the state. Throughout this pilot year SAUs continue to develop and reach consensus with all stakeholder groups through steering committees in their home districts.

Many districts have shared their progress with the Department regarding the selection of a professional practice model for teachers and principals, and proportionate weights of student learning and growth measures.

ME Dept. of Education Regulation, Chapter 180 section 12 parts D and E currently states:

- "If the stakeholder group fails to reach consensus on the issue of the proportionate weight of student learning and growth measures by July 15, 2015 the proportionate weight of student learning and growth measures in that school administrative unit must be 20%."
- "If the stakeholder group fails to reach consensus on any issue in addition to the proportionate weight of the student growth measures by July 15, 2015, the school administrative unit shall adopt one of the State Model PEPG systems developed

pursuant to section 16 of the rule. Upon request by the entire membership of the stakeholder group, the commissioner may provide additional time to the group to reach consensus. Upon the expiration of that additional time, the school administrative unit shall adopt one of the State Model PEPG systems developed pursuant to section 16 of this rule.”

Pursuant to Public Law 2015, Chapter 18 the Department advises that the target date for implementation in parts D and E above is July 15, 2016. This bill passed after the revisions on March 17, 2015. This Administrative Letter clarifies this regulatory provision.

Furthermore, ME Dept. of Education Regulation, Chapter 180, Section 4, Part 1 indicates:

“Timing of submission and approval”

- “A PEPG system must be approved by the Department before the first school year in which the system is implemented, other than as a pilot. To ensure adequate time for Department review and feedback, and to ensure adequate time for the school administrative unit to train educators on the system, a school administrative unit shall submit its PEPG system plan for Department approval not less than 90 days before the beginning of the first school year in which the PEPG system will be used to assign a summative effectiveness rating.
- Within 30 days of receiving a complete filing of a proposed system plan, the Department shall notify the school administrative unit of whether the system plan is approved, or what changes are needed in order for the plan to be approved. The Department shall assist the school administrative unit in understanding options, and making changes to the system plan to bring it into compliance with Chapter 508 and this rule.
- A school administrative unit is encouraged to seek advice and comment from the Department as it develops and pilots its PEPG system.”

To date no district PEPG plans have been approved for full implementation. Submittal forms for Maine DOE approval of PEPG systems will be available to SAUs by March of 2016. The Maine DOE encourages all districts to continue to pilot and adjust their PEPG systems throughout this pilot year in order to meet the expectations for submittal of a PEPG system for approval this spring. The Maine DOE will find districts in compliance with Rule Chapter 180 until districts have failed to meet the requirements for implementation in the 2016-2017 school year, including the approval of PEPG plans

To reiterate:

1. SAUs will be in compliance with Rule Chapter 180, Section 12, Parts D and E providing they have reached consensus on an approved plan for teachers and principals by July 15, 2016.

2. SAUs are in compliance with expectations for piloting in Title 20-A, Chapter 508, Section 13705,, provided they have submitted their ***Intent to Pilot*** survey. Districts who have not submitted their ***Intent to Pilot*** survey and grant application are not eligible for 2015-2016 grant funds.

The Maine Department of Education is encouraged by the commitment of the SAUs across the state in their efforts to develop a comprehensive PEPG system.

For questions please contact Charles Lomonte, Educator Effectiveness Coordinator at charles.lomonte@maine.gov.