

January 2012

**NASDTEC**

# Communicator

## President's Report - Victoria Chamberlain (OR)

### **NASDTEC Executive Board 2011-2012**

**President** - Victoria Chamberlain (OR)  
**Vice President** - Brian Devine (MA)

#### **Regional Directors:**

**Northeast** - Marta Cambra (VT)  
**Southern** - Michael Carr (KY)  
**Central** - Pamela Coleman (KS)  
**Western** - Elizabeth Keller (MT)

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##### **Associate Members -**

Meredith Curley  
(University of Phoenix)

**Interstate** - Christina Linder (ID)

**NEISBA** - Janet Welk (ND)

##### **Professional Practice -**

Beth Myers (IA)

##### **Professional Preparation &**

##### **Continuing Development**

Frank Servedio (AR)

**Technology** - David LaJeunesse (FL)

#### **Staff:**

**Attorney** - Carolyn Angelo (PA)

**Executive Director** - Roy Einreinshofer

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Happy New Year everyone!

The organization is at a cross-road. It is time to re-evaluate our future, our long-term goals and the needs for teaching profession. The Executive Board will be seeking your input into these goals in a meaningful dialogue at the June 2012 Annual Conference Business meeting in Baltimore.

During the national elections of 2010, over 20 states turned over their chief state school officer. Longevity in the leadership positions that make up CCSSO is the exception rather than the rule. This has resulted in changes in NASDTEC participation as well as many new faces at our meetings and events.

Traditionally, state leaders who participate in NASDTEC are either members of ever-changing departments of education in their state, or members of independent standards boards. Accordingly, we have not focused on our energies on strengthening our role in national discussions related to: educator accountability; changes in educator-preparation standards; changes in professional development; and the improvement of inter-state reciprocity.

NASDTEC is the only national organization focused on certification, preparation, professional practices and pro-

fessional development. We need to examine our goals as they relate to our budget and organizational development. We need to commit to long-term planning for the future of the organization. Rather than budgeting with two year cycles in mind, we should set goals that are intended to reach out for several years along with strategies to achieve those goals. Additionally, the board should be regularly reporting our progress toward achieving those goals to you, the membership.

These are issues that will weigh heavily in the consideration of the next chief executive for the organization. Will our new association executive director have the skills and leadership to take NASDTEC to the next level of national engagement? The board believes that is possible.

During the February board meeting, the Executive Committee will be conducting interviews for our new executive director. Currently, all of the candidates have strong credentials and a wealth of experience in pro-active leadership. It is our goal to announce the new executive director before April 1, 2012.

Finally, we need to acknowledge and champion the great work that has been done over the past thirteen years by our out-going executive director: Roy

## President's Report—continued

Einreinhofer. Through his leadership, NASDTEC is in a financially stable position enabling us to weather this latest economic dry-spell. Roy has assisted with the improvement of our annual meetings: the June Conference and the Professional Practices Institute. Without his steady support and guidance, the organization would not be in the position to take on the challenging role of redefining our role in the national education-policy arena. Please plan to attend the June conference to help us celebrate Roy's achievements and to welcome our new executive director.

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## Vice President's Report—Brian Devine (MA)

First of all, I hope that you had a relaxing and refreshing holiday season! With our schedules getting busier and our jobs as demanding as ever, it is important to recharge our batteries and enjoy some downtime.

If you have not had the opportunity to take a peek at the updated 2012 June conference in Baltimore, I encourage you to do so. As you may have read in the last Communicator, we are excited to have such a distinguished group joining us at the Inner Harbor including Secretary Duncan (or Jo Anderson), Dr. Linda Darling-Hammond, Charlotte Danielson and Dr. Penny Earley. Unfortunately, Rick Hess will be unable to join us but we have received a commitment from the Vice President of the American Federation of Teachers, Francine Lawrence and we look forward to hearing from her. In addition, the Conference Planning Committee reviewed the many proposals that we received and have selected a series of presentations that are sure to be engaging and informative.

I would like to call your attention to the first session on Tuesday morning that is being referred to as "Poster Sessions." During this session we anticipate that each NASDTEC Committee (Professional Practice, Interstate, Technology, NIESBA and Professional Preparation and Continuing Development) will be present so that you can learn more

about their work and how you can get involved. We will also have tables for each of the NASDTEC regions (Northeast, Southern, Central and Western) and tables for our Associate Members. We encourage each state/jurisdiction and Associate Member to develop a one page document (front and back is ok) to promote some of your recent or current work. Additional information about this session will be forthcoming via your regional directors but we encourage all members to submit their highlights, regardless of whether or not you plan on being in Baltimore.

We do hope to see you in June (3<sup>rd</sup>-5<sup>th</sup>) but we also recognize that a lack of resources may limit your ability to travel. As a result, we are actively exploring delivering key elements of the conference via technology and hope to have additional information to share in the next Communicator.

Please visit <http://www.nasdtec.com> for conference updates and soon you should be able to register for the conference directly online.

We have included a link to the registration form and to the conference website on Page 4 of this newsletter.

### Executive Director Recruitment Update

.Since the screening committee for the new NASDTEC executive position met in Little Rock on October 20-22 and finalized a group of four candidates, one candidate has accepted another job offer. The committee has decided to keep the interview group to the remaining three finalists who will meet with the Executive Board in February 2012.

The three finalists will be part of an extensive interview consisting of a presentation by each

candidate, an interactive Q & A session, and an on-demand writing exercise. It is expected that the board will make a decision on the new executive director during its February meeting, and that the new person can be available for some overlapping time with current ED Roy Einreinhofer before Roy retires on June 30, 2012.

Members of the committee are: Mike Carr (KY), Vickie Chamberlain (OR), Meredith Curley (University of Phoenix), and Brian Devine (MA).

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### 2012 Professional Practices Institute Planning

The Professional Practices committee met earlier in January to begin planning the 2012 Professional Practices Institute. Our committee is busy thinking about great ideas for the next PPI to be held October 17-19 in Cincinnati, OH. The 2011 conference held in Little Rock was stimulating. The planning committee will be using your valuable suggestions to plan the upcoming institute. If you have any suggestions for topics or speakers contact Beth Myers, Professional Practices committee chair, at [beth.myers@iowa.gov](mailto:beth.myers@iowa.gov). We look forward to seeing you in Cincinnati!

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### KnowledgeBase and JSR Assistance

Linda Stowers is working with States to update their NASDTEC KnowledgeBase and JSR information. If you need assistance or help in updating this information you may contact Linda by calling her at 307-634-0768 or by e-mail at [lpstowers@bresnan.net](mailto:lpstowers@bresnan.net).

### NIESBA News

New Executive Directors Appointed. On September 8, 2011, the Oklahoma Commission for Teacher Preparation approved the motion to hire Linda Reid as the Executive Director. Linda has acted as Interim Executive Director since August 1, 2011. On October 6, 2011, the California Commission on Teacher Credentialing announced the appointment of Mary Vixie Sandy as Executive Director effective as of November 1, 2011. NIESBA extends a warm welcome to both Linda and Mary.

NCATE State Partnership Board. On August 18, 2011, James Cibulka, NCATE President, confirmed the appointment of Vickie Bienes Chamberlain to serve on NCATE's State Partnership Board (SPB). She will represent the National Independent Educator Standards Boards Association and serve as ex-officio on the SPB.

NIESBA Resource Guide. Work was completed In October on the NIESBA Resource Guide for NEA.

## June 2012 Annual Conference

The June 2012 Annual Conference will be held June 3 – 5 at the Hyatt Regency Baltimore Inner Harbor. You can access the registration form by clicking on this address: [www.nasdtc.com/images/2012-Registration\\_Form.pdf](http://www.nasdtc.com/images/2012-Registration_Form.pdf)

For details about the conference, the agenda, and the hotel, please visit our conference website: <http://www.nasdtc.com/introduction.html>

The registration form for the conference can also be found at the conference website and one is included with this newsletter for your convenience.



Hyatt Regency Baltimore Inner Harbor

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## Western States Certification Conference

The Twenty-Ninth Annual Western States Certification Conference was held in Anaheim California on January 10-12, 2012. The theme of this year's conference was **“Preparing... Certifying...Evaluating...and Celebrating Teachers”**. The conference provided participants with the opportunity to engage in several networking opportunities in addition to outstanding general sessions and informative breakouts.

Topics covered in the general session presentations included recent major revisions to policies and procedures in specific states such as Oregon and Washington. Another general session; “A Vision of the Future: Matching Materials and Resources to the Learners”, by Linda Lucksinger, outlined reasons why the non-traditional has become the traditional for teacher education and teacher certification programs as access to resources and knowledge continues to change.

Another fascinating session regarding changes in the way we evaluate or “Measure the Expertise

Across the Teaching Continuum” presentation by Katherine Bassett and Peter Yeager provided an overview of the continuum of a teacher's professional practice from “novice” to “expertise” and how the expert teacher should be evaluated in a vastly different way from a novice teacher. Additionally, information on the Teacher Performance Assessment as a means to provide evidence of teaching effectiveness was also presented in a general session by Jennifer Wallace, the Executive Director of the Washington Professional Educator Standards Board.

In conclusion, once again, this conference was an amazing opportunity to network and learn from states with similar demographics and issues. Thanks you ted Andrews! We would be lost without your unending support and willingness to organize this collaborative network of colleagues with such similar issues and challenges.

# New Steps in Idaho's Evaluation System

Christina Linder (ID)

Under a timeline being driven by the ESEA waiver, Idaho's increased activity in developing next steps in evaluation will result in comprehensive systems for all educators implemented by Fall 2014. To establish educator evaluation systems that promote accountability and rigor in a State that is deeply committed to local control can be challenging. Defining the degree of flexibility allowed in order to maintain the balance between consistency across the State and recognition of districts' unique needs is the mission of two stakeholder groups being convened in Idaho: The Administrator Evaluation Focus Group and the Evaluation Capacity Task Force.

## ***The Danielson Framework and Administrator Accountability***

The evaluation systems established for Idaho educators will continue to promote reflective practice and the development of ongoing, personalized professional development plans. These plans will lead to improved support for turning around low-performing schools and measurably increased achievement for all students. A significant portion of Idaho's teacher evaluation is a performance assessment, based on the *Danielson Framework for Effective Teaching*.

Idaho's Teacher Performance Evaluation policy requires that each school district's evaluation tool and process be valid and reliable and utilize data-based decision making practices for professional development. Districts report content validity data each year and gather input from those being evaluated (this meets the requirements in the Idaho Administrative Code 08.02.02.120). Reliability is demonstrated through ongoing training for evaluators to ensure that every evaluator in the district recognizes the same behaviors at the same level of performance.

To further ensure that administrators are accountable for the reliability of their evaluation systems, and that the feedback informing professional development is meaningful, Idaho has begun developing an administrator evaluation framework that is heavily focused on instructional leadership. The standards for, and definition of, an effective principal will articulate how administrators should lead and support instructional improvements in their buildings. This work began in December 2011 when the ISDE convened the [Administrator Evaluation](#) Focus Group to start work in the area of crafting a Statewide Framework for Administrator Performance. These stakeholders will continue to meet monthly

through the Spring. This group will bring forth proposed rule for evaluation of administrators, including changes that will require "evidence of proficiency in evaluating teacher performance based upon the Danielson Framework for Effective Teaching."

A means for providing legally defensible evidence of inter-rater reliability is being piloted through ISDE at this time. The State is currently offering opportunities for school districts to pilot the *Danielson Proficiency Assessment* (<http://www.teachscape.com/products/danielson-proficiency-system>). This pilot effort involves over 100 administrators all across the state. The participants receive extensive training in conducting classroom observations, conferencing, and gathering artifacts for assessment. Each participant is then required to take a proficiency assessment to achieve certification in accurate evaluation. The findings of this pilot will be used to inform further training and to explore building capacity across the state to achieve inter-rater reliability as it relates to evaluation based upon classroom observation.

## ***Valid Multiple Measures***

In addition to teacher performance data gathered through classroom observation, Idaho is committed to exploring other measures of educator effectiveness that are grounded in research. In March 2012, a workgroup comprised of key ISDE staff, external stakeholders and consultants from the Regional Comprehensive Center will form an Evaluation Capacity Taskforce.

This Evaluation Capacity Task Force will also vet various measure for grades and subjects in which assessments are not required under ESEA section 1111(b)(3), and provide a menu of options for districts to begin piloting by the 2013-14 school year. These measures will be chosen by districts in addition to Idaho's Growth Model, which is a new form of accountability in subject areas and grades in which Idaho conducts standardized testing that recognizes and rewards academic growth in addition to achievement.

This group will also focus on the development of a theory of action linked to measuring educator performance, supporting related professional development, and creating a process for the ISDE to monitor school district's educator evaluation systems. The goal of the group will be to produce [a statewide system of support](#) and accountability to ensure consistent and sustainable implementation of valid evaluation systems.

# NASDTEC 84<sup>TH</sup> ANNUAL MEETING AND CONFERENCE

## JUNE 3 -5, 2012

### HYATT REGENCY, BALTIMORE, MARYLAND

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#### REGISTRATION

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Organization/Agency: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, ZIP: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Name to appear on Badge (nickname): \_\_\_\_\_

**Members:** Early registration fee of \$465 accepted until **May 11, 2012** after that the registration fee is \$485.

**Non-Members:** Early registration fee of \$485 accepted until, **May 11, 2012** after that the registration fee is \$505.

**One Day Registrations:** \$175 per day: Please circle day attending: Sun Mon Tues

The registration includes breakfast and lunch Sunday through Tuesday. The fee does not include hotel room costs.

**Payment method:**      **Check enclosed:** \_\_\_\_\_      *NASDTEC Federal ID #: 94-2967408*

**Purchase Order:** \_\_\_\_\_      **PO#:** \_\_\_\_\_

*(Please enclose copy of Purchase Order)*

**Credit Card:** [  ] American Express    [  ] Discover    [  ] Master Card    [  ] Visa

**Card Number:** \_\_\_\_\_      **Exp Date:** \_\_\_\_\_

**Name on Card:** \_\_\_\_\_

**Street Address and Zip:** \_\_\_\_\_

Make checks payable to NASDTEC and mail this form and your payment to:

NASDTEC Annual Conference  
1225 Providence Road, PMB # 116  
Whitinsville, Massachusetts 01588  
Fax: 508/278-5342

**Confirmation:** A confirmation of your registration will be sent to you via email. If you do not receive a confirmation after 10 days, please contact the NASDTEC office (508-380-1202) to verify that you are registered.

**Refund policy:** We reserve the right to mail all refund checks after the conference

◆ Refund of registration fee, less \$75 processing and handling fee, if the request is received by May 18, 2011

◆ No refund if written cancellation is received after May 18<sup>th</sup> or for no-shows.

**NOTE:** To make hotel reservations, please contact the Hyatt Regency Baltimore directly. Be sure to mention that you are a part of the NASDTEC Conference so you get our special room rate. Call: **410-528-1234** for reservations.

We suggest that you make your reservations early as we expect to use our entire block of rooms.