

Introduction

Overview

As part of the implementation of Performance Evaluation and Professional Growth (PEPG) systems, Rule Chapter 180 and Maine Revised Statute Title 20-A, Chapter 508 require that School Administrative Units (SAUs) test-run or pilot their PEPG systems for principals and teachers during the 2015-16 school year.

Introduction to this survey

In May, the Maine DOE provided districts with a [Pilot Readiness Guide](#). This survey is a follow up to that guide, and the Department assumes that a district's responses to the survey questions are based on a self-analysis against the indicators of readiness described in the guide.

Each survey item asks SAUs to select best indicators in two areas--the status of consensus on the component, and the SAU's intent to pilot the component. Before continuing to the survey, please become familiar with the descriptors associated with each of the five indicators in the section below. The descriptions will be repeated in abbreviated form with each component.

Selection Descriptors

Consensus Status

- **Consensus Reached-** *The PEPG development committee has reached consensus on how this component will be implemented.*
- **Consensus Anticipated-** *The PEPG development committee expects to reach consensus by September 30 on how this component will be implemented.*
- **Consensus Failed-** *The PEPG development committee is unable to reach consensus on how this component will be implemented; the SAU must default as provided for in Rule Chapter 180.*

Intent to Pilot

- **Yes-** *The SAU intends to pilot this component in all or part of the district.*
- **No-** *The SAU does not intend to pilot this component.*

* 1. I have read and understand the selection descriptors.

Yes

School Administrative Unit (SAU) Information

* 2. Enter your School Administrative Unit name.

*** 3. Enter your contact information.**

Last Name	<input type="text"/>
First Name	<input type="text"/>
Position	<input type="text"/>
Municipality/RSU/ MSAD/AOS Name and Number (If applicable)	<input type="text"/>
Superintendents' Region	<input type="text"/>
Primary ZIP / Postal Code	<input type="text"/>
Email	<input type="text"/>
Contact Phone	<input type="text"/>

* 4. The district will be operating under the Teacher Incentive Fund (TIF) District for the 2015-16 school year (TIF4), or the district will exit the TIF program in the fall of 2015 (TIF3).

- Yes (You will jump to the appropriate section of the survey.)
- No (Please continue with the survey.)

Teacher Incentive Fund (TIF) District

* 5.

TIF districts developed and implemented PEPG systems under the Teacher Incentive Fund (TIF) grant in close alignment with the law, and have piloted all elements prior to 2014. If you are a TIF district, please select the option from those below that describes your status and intent for the 2015-16 pilot year.

Before making a selection, carefully read the fully detailed options on pages 16 and 17 of the Pilot Readiness Guide to ensure that you understand the implications of each selection.

- TIF 4 district:** will continue to operate current TEPG and LEPG programs under the TIF grant.
- TIF 3 District-no pilot:** will not run a pilot and continue to operate current TEPG and LEPG programs; will submit system plan for approval along with the rest of the state as the Maine DOE requests.
- TIF 3 District-pilot:** will pilot a PEPG system in all or part of the district just as the non-TIF districts will do; will submit system plan for approval along with the rest of the state as the Maine DOE requests.

Steering Committee

Steering Committee

Rule Chapter 180 states that "Each school administrative unit shall form a Steering Committee to regularly review and refine the PEPG system to ensure that it is aligned with school administrative unit goals and priorities. The Steering Committee must include representatives of the local education association, appointed by the local association, teachers, administrators and other school administrative unit staff."

The structure and proposed operation of a Steering Committee, including the method of appointing members, must be included in the PEPG system plan. **The Steering Committee must be formed no later than the beginning of the pilot period of the PEPG system.**

* 6.

Provide the name and position of up to five members of your steering committee, including at least one teacher representative appointed by the association. If your committee is composed of fewer than five people, leave the remaining section blank.

1--Steering Committee Member

Name

Position

Appointed by
Association? (Yes or No)

7.

2--Steering Committee Member

Name

Position

Appointed by
Association? (Yes or No)

8.

3--Steering Committee Member

Name

Position

Appointed by
Association? (Yes or No)

9.

4--Steering Committee Member

Name

Position

Association Appointed?
(Yes or No)

10.

5--Steering Committee Member

Name

Position

Appointed by
Association? (Yes or No)

* 11. Describe the process or mechanism by which the Steering Committee will regularly review the PEPG system pilot and make adjustments.

* 12. Describe the preliminary or initial criteria for success that will guide your monitoring and adjustments.

Training of Educators

* 13. Consensus Status--Training of Teachers in PEPG System

- Consensus Reached-** The PEPG development committee has reached consensus.
- Consensus Anticipated-** The PEPG development committee expects to reach consensus by September 30.
- Consensus Failed-** The PEPG development committee is unable to reach consensus.

* 14. Intent to Pilot--Training of Teachers in PEPG System

- Yes-** The SAU intends to pilot this component in all or part of the district.
- No-** The SAU does not intend to pilot this component.

* 15. Consensus Status--Training of Principals in PEPG System

- Consensus Reached**- The PEPG development committee has reached consensus.
- Consensus Anticipated**- The PEPG development committee expects to reach consensus by September 30.
- Consensus Failed**- The PEPG development committee is unable to reach consensus.

* 16. Intent to Pilot--Training of Principals in PEPG System

- Yes**- The SAU intends to pilot this component in all or part of the district.
- No**- The SAU does not intend to pilot this component.

Student Learning and Growth Measures: General Criteria

* 17. Consensus Status--Student Learning and Growth Measures: General

- Consensus Reached**- The PEPG development committee has reached consensus.
- Consensus Anticipated**- The PEPG development committee expects to reach consensus by September 30.
- Consensus Failed**- The PEPG development committee is unable to reach consensus.

* 18. Intent to Pilot--Student Learning and Growth Measures: General

- Yes**- The SAU intends to pilot this component in all or part of the district.
- No**- The SAU does not intend to pilot this component.

Student Learning and Growth Measures: District-determined Measures (Assessments)

* 19. Intent to Pilot--Student Learning and Growth Measures: Student Learning and Growth Measures:
District-determined Assessments

- Yes**- The SAU intends to pilot this component in all or part of the district.
- No**- The SAU does not intend to pilot this component.

Attribution of Student Learning and Growth: Teacher of Record; Collective Measures; Principals

* 20. Consensus Status--Attribution of student growth to teachers

- Consensus Reached**- The PEPG development committee has reached consensus.
- Consensus Anticipated**- The PEPG development committee expects to reach consensus by September 30.
- Consensus Failed**- The PEPG development committee is unable to reach consensus.

* 21. Consensus Status--Attribution of student growth to principals

- Consensus Reached**- The PEPG development committee has reached consensus.
- Consensus Anticipated**- The PEPG development committee expects to reach consensus by September 30.
- Consensus Failed**- The PEPG development committee is unable to reach consensus.

* 22. Intent to Pilot--Attribution of student growth to teachers

- Yes**- The SAU intends to pilot this component in all or part of the district.
- No**- The SAU does not intend to pilot this component.

* 23. Intent to Pilot--Attribution of student growth to principals

- Yes**- The SAU intends to pilot this component in all or part of the district.
- No**- The SAU does not intend to pilot this component.

* 24. During what month, approximately, does the district expect to begin piloting a portion of district-determined student growth measures for teachers?

MM DD YYYY

Enter month, year, and approximate day. / /

* 25. During what month, approximately, does the district expect to begin piloting student growth measures for principals?

MM DD YYYY

Enter month, year, and approximate day. / /

Professional Practice Standards, descriptors or Indicators, and rubrics

Professional Practice Model for Teachers

* 26. Consensus Status--Professional Practice Standards for Teachers

- Consensus Reached**- The PEPG development committee has reached consensus.
- Consensus Anticipated**- The PEPG development committee expects to reach consensus by September 30.
- Consensus Failed**- The PEPG development committee is unable to reach consensus.

* 27. Select the Professional Practice Standards for teachers adopted by the district.

- National Board Core Propositions (state model standards) and TEPG/MSFE Rubric (**selected by choice or by default**)
- Charlotte Danielson
- Marzano
- Kim Marshall
- Kim Marshall-RSU 49
- Local Model; Approved by the Maine DOE
- Local Model; Not yet approved by the Maine DOE
- None selected yet

Professional Practice Model for Principals

* 28. Consensus Status--Professional Practice Standards for Principals

- Consensus Reached**- The PEPG development committee has reached consensus.
- Consensus Anticipated**-The PEPG development committee expects to reach consensus by September 30.
- Consensus Failed**- The PEPG development committee is unable to reach consensus.

* 29. Select the Professional Practice Standards for principals adopted by the district.

- National Board Core Propositions (state model standards) and LEPG/MSFE Rubric (**selected by choice or by default**)
- Marzano
- Kim Marshall
- MPA Domains and standards
- Local Model; Approved by the Maine DOE
- Local Model; Not yet approved by the Maine DOE
- None selected yet

Observation and Formative Feedback for Teachers

* 30. Consensus Status--Observation and feedback on an annual basis for teachers

- Consensus Reached-** The PEPG development committee has reached consensus.
- Consensus Anticipated-** The PEPG development committee expects to reach consensus by September 30.
- Consensus Failed-** The PEPG development committee is unable to reach consensus.

* 31. Intent to Pilot--Observation and feedback on an annual basis for teachers

- Yes-** The SAU intends to pilot this component in all or part of the district.
- No-** The SAU does not intend to pilot this component.

Observation and Formative Feedback for Principals

* 32. Consensus Status--Observation and feedback on an annual basis for principals

- Consensus Reached-** The PEPG development committee has reached consensus.
- Consensus Anticipated-** The PEPG development committee expects to reach consensus by September 30.
- Consensus Failed-** The PEPG development committee is unable to reach consensus.

* 33. Intent to Pilot--Observation and feedback on an annual basis for principals

- Yes-** The SAU intends to pilot this component in all or part of the district.
- No-** The SAU does not intend to pilot this component.

* 34. During what month, approximately, does the district expect to begin piloting professional practice standards and related activities for teachers?

MM DD YYYY

Enter month, year, and approximate day. / /

* 35. During what month, approximately, does the district expect to begin piloting professional practice standards and related activities for principals?

MM DD YYYY

Enter month, year, and approximate day. / /

Peer Review and Collaboration for Teachers

* 36. Consensus Status--Peer Review and Collaboration for Teachers

- Consensus Reached**- The PEPG development committee has reached consensus.
- Consensus Anticipated**-The PEPG development committee expects to reach consensus by September 30.
- Consensus Failed**- The PEPG development committee is unable to reach consensus.

37. Select the date by which the development committee expects to reach consensus on how peer review and collaboration for teachers will be conducted.

MM DD YYYY

Enter month, year, and approximate day.

/ /

* 38. Intent to Pilot--Peer Review and Collaboration for Teachers

- Yes**- The SAU intends to pilot this component in all or part of the district.
- No**- The SAU does not intend to pilot this component.

Peer Review and Collaboration for Principals

* 39. Consensus Status--Peer Review and Collaboration for Principals

- Consensus Reached**- The PEPG development committee has reached consensus.
- Consensus Anticipated**- The PEPG development committee expects to reach consensus by September 30.
- Consensus Failed**- The PEPG development committee is unable to reach consensus.

* 40. Intent to Pilot--Peer Review and Collaboration for Principals

- Yes**- The SAU intends to pilot this component in all or part of the district.
- No**- The SAU does not intend to pilot this component.

Professional growth plans for all educators

Professional Growth Plans for Teachers

* 41. Consensus Status--Professional Growth Plans for Teachers

- Consensus Reached-** The PEPG development committee has reached consensus.
- Consensus Anticipated-** The PEPG development committee expects to reach consensus by September 30.
- Consensus Failed-** The PEPG development committee is unable to reach consensus.

* 42. Intent to Pilot--Professional Growth Plans for Teachers

- Yes-** The SAU intends to pilot this component in all or part of the district.
- No-** The SAU does not intend to pilot this component.

* 43. Consensus Status--Professional Growth Plans for Principals

- Consensus Reached-** The PEPG development committee has reached consensus.
- Consensus Anticipated-** The PEPG development committee expects to reach consensus by September 30.
- Consensus Failed-** The PEPG development committee is unable to reach consensus.

Summative Rating Scale, Including Weighted Percentages for Factors or Outcomes on a Preset Matrix

Summative Effectiveness Rating Scale for Teachers

* 44. Consensus Status--Summative Rating Scale for Teachers

- Consensus Reached-** The PEPG development committee has reached consensus.
- Consensus Anticipated-** The PEPG development committee expects to reach consensus by September 30.
- Consensus Failed-** The PEPG development committee is unable to reach consensus.

* 45. Intent to Pilot--Summative Effectiveness Rating Scale for Teachers

- Yes-** The SAU intends to pilot this component in all or part of the district.
- No-** The SAU does not intend to pilot this component.

Summative Effectiveness Rating Scale for Principals

* 46. Consensus Status--Summative Effectiveness Rating Scale for Principals

- Consensus Reached-** The PEPG development committee has reached consensus.
- Consensus Anticipated-** The PEPG development committee expects to reach consensus by September 30.
- Consensus Failed-** The PEPG development committee is unable to reach consensus.

* 47. Intent to Pilot--Summative Effectiveness Rating Scale for Principals

- Yes-** The SAU intends to pilot this component in all or part of the district.
- No-** The SAU does not intend to pilot this component.

End of Survey

Thank you for completing this survey. A full submittal of system plans will be conducted over the course of 2015-16.