Illinois State Board of Education

TO: Illinois State Board of Education

FROM: Christopher A. Koch, Ed.D., State Superintendent of Education
       Linda Tomlinson, Ph.D., Assistant Superintendent

Agenda Topic: Contract Exceeding $1 Million: PERA/PEAC Evaluation Training System Additional Slots

Staff Contact(s): Vicki Phillips, Division Administrator for Educator and School Development

Purpose of Agenda Item
The Center for School Support Services request the Board to authorize the State Superintendent to enter into a contract in excess of $1 million with Consortium for Educational Change to provide 4,000 additional slots for the statue-based pre-qualification training needed in order support the Performance Evaluation Reform Act of 2010 [Public Act 096-0861] initiative.

Relationship to/Implications for the State Board’s Strategic Plan
The PERA/PEAC Evaluation Training System is linked to Board’s Strategic Plan goals of “Every student will demonstrate academic achievement and be prepared for success after high school” and “Every student will be supported by highly prepared and effective teachers and school leaders” by providing a linkage between student growth and educator performance evaluation.

Expected Outcome(s) of Agenda Item
ISBE seeks to provide:

1. A pre-qualification program aligned to the state’s performance evaluation system that individuals conducting evaluations after September 1, 2012 must successfully complete. The pre-qualification program must include a process to ensure evaluators’ ratings align to the requirements of the system;

2. An evaluator re-training program for pre-qualified evaluators to take at least once during his or her five-year certificate renewal cycle for the purpose of maintaining credentials to evaluate certified instructional staff. The evaluator re-training program must be continuously updated, offer modules that build upon each other over time, and address the various skill and knowledge levels among evaluators;

3. A technical assistance system that supports districts with the development and implementation of teacher and principal evaluation systems;

4. Web-based systems and tools that support the implementation of the state’s performance evaluation models for teacher and principal evaluations and evaluator pre-qualification and training programs; and

5. A train-the-trainer program that includes development and delivery of content specific to the evaluator pre-qualification program, the evaluator re-training program, the technical assistance system, and the web-based systems and tools.
Background Information
The Performance Evaluation Reform Act (PERA) of 2010, as amended by Public Act (P.A.) 97-0008, sets forth a number of changes to Article 24A of the School Code [105 ILCS 5/24A] regarding the evaluation of certified instructional staff (i.e., teachers) and principals and assistant principals (hereinafter “principals”). Under PERA, school districts must implement a new performance evaluation systems for teachers and principals that provide for the use of four evaluation ratings (i.e., excellent, proficient, needs improvement, and unsatisfactory) and, ultimately, address student growth as a significant factor in the rating of a teacher’s or principal’s performance.

PERA requires that each individual assigned to serve as an evaluator complete a rigorous prequalification process that includes “an independent observer’s determination that the evaluator’s ratings properly align to the requirements” of the state’s performance evaluation system. Once pre-qualified, each evaluator is required to complete an evaluator re-training process at least once during his or her five-year certificate renewal cycle. Districts may use the state’s pre-qualification and/or re-training programs or they may opt to independently develop and offer a pre-qualification and/or training program provided such program or programs are approved by the state as compliant with the requirements of PERA, Article 24A of the School Code, and any other requirements established by ISBE by administrative rule. In every scenario, however, each evaluator would need to pass the assessment that is part of the state’s pre-qualification program in order to be pre-qualified to evaluate certificated staff after September 1, 2012.

The training contract entered into March 14, 2012, allowed for 9,000 educator evaluators to be trained and consequently pre-qualified for evaluation. However, it has been realized that at least an additional 4,000 slots for the statue-based pre-qualification training is needed in order to meet the requirement for educators who evaluate principals, assistant principals, and teachers in any public school in Illinois including those who are employed through career centers and/or special education cooperatives other such public school entity to be provided by September 1, 2012.

Financial Background
Educator and School Development Division is requesting to enter into a contract with Consortium for Educational Change to provide 4,000 additional slots for the statue-based, prequalification training needed to meet the requirement for educators who evaluate principals, assistant principals, and teachers in any public school in Illinois including those who are employed through career centers and/or special education cooperatives other such public school entity to be provided by September 1, 2012.

The anticipated amount for this contract is $2,300,000. This contract will be funded by Race to the Top federal funding.

<table>
<thead>
<tr>
<th>Fiscal year</th>
<th>State Funding Anticipated</th>
<th>Federal Funding Anticipated</th>
<th>Total Estimated Contract Award Per Fiscal Year</th>
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<tr>
<td>FY13</td>
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<td>$2,300,000</td>
<td>$2,300,000</td>
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Effectiveness
Last Evaluation of the program: N/A

Results of evaluation or effectiveness indicators: N/A

Analysis and Implications for Policy, Budget, Legislative Action and Communications
Budget Implications: Funding for the PERA/PEAC Evaluation Training System is from Race to the Top III Funds.

Legislative Action: N/A

Communication: Please see the Next Steps section below.

**Superintendent’s Recommendation**

I recommend that the following motion be adopted:

The State Board hereby authorizes the State Superintendent to enter into a second contract with Consortium for Educational Change through June 30, 2013, for the provision of the Performance Evaluations Reform Act training for an additional 4,000 educators in an amount not to exceed $2,300,000.

**Next Steps**

State Superintendent will enter into a contract with the Consortium for Educational Change in accordance with Board approval.