

ESEA FLEXIBILITY
Amendment Submission Template
Teacher and Principal Evaluation and Support Systems Flexibility Waiver Request

November 19, 2013

Dear Assistant Secretary:

I am writing on behalf of Washington State’s Superintendent of Public Instruction to request approval to amend the State’s approved ESEA flexibility request. The relevant information, outlined in the *ESEA Flexibility Amendment Submission Process* document, is provided in the table below.

Flexibility Element(s) Affected by the Amendment	Brief Description of Element as Originally Approved	Brief Description of Requested Amendment	Rationale	Process for Consulting with Stakeholders, Summary of Comments, and Changes Made as a Result
3.A.I Overview	Washington State law currently requires teacher and principal evaluation data to be a factor in personnel decisions in 2015–16.	The amendment will allow the Washington State Legislature to enact legislation to shift the timeline to begin using state test scores in personnel decisions from 2015–16 to 2016–17. If this waiver request is granted by the U.S. Department of Education, the 2014	Extending the timeline for the use of state test scores in personnel decisions to begin in 2016–17 will enable districts in Washington State to ensure their evaluators have been fully trained in the evaluation system. It will also provide OSPI the time needed to ensure systems are in place throughout the state to support inclusion of state test scores, in tested grades and subjects, as a significant portion of the scoring for teacher and	OSPI leaders have been using the <i>Advocacy Brief and Communication Plan</i> , submitted as part of Washington’s plan to address its High Risk Status, to anchor communications with stakeholders and solicit their comments and support around changes to Principle 3 in the current <i>ESEA Flexibility Request</i> . Communications have emphasized both (a) the change in wording related to the use of state test data in tested grades and subjects, when available and appropriate, from “can” to “must,” and (b) the shift in the timeline for using state test data in

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		<p>Legislature will entertain a bill proposing to shift the timeline so state test scores are used in personnel decisions beginning in 2016–17.</p>	<p>principal evaluation.</p> <p>As described in our current <i>ESEA Flexibility Request</i>, Washington has a systemic approach to implementation of its revised teacher/principal evaluation system. At this time, all districts (a) are implementing both the teacher and principal evaluation systems; (b) are in the process of training evaluators; and (c) have begun teacher training on the selected framework and on student growth. Setting student growth goals and assessing progress towards those goals are required of every teacher and every principal in the revised system.</p> <p>We believe it is critical that teachers and principals are well prepared for the shift to higher standards, the dramatic changes in curricula that teachers are now starting to teach, and the transition to the</p>	<p>personnel decisions from 2015–16 to 2016–17.</p> <p>Earlier communications with the field have also centered on the use of state scores in personnel decisions. In February and March 2011, following the passage of Engrossed Substitute Senate Bill 6696, OSPI and AIR held ten regional educator forums in order to collect participants’ views on (a) the current teacher and principal evaluation system in the state of Washington, (b) the state’s recent education reforms and pilots, and (c) features and characteristics that should be included in the new evaluation system. Additional events were held November 2012 and in April 2013, where participants read research articles and engaged in small and large group dialogue on the full spectrum of human resource and human capital management policies. OSPI videotaped educators sharing their perspectives so that they could further inform state policy.</p> <p>More recently, American Institutes for</p>

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			<p>new Smarter Balanced assessments in 2014–15.</p> <p>An extension of an extra year, until 2016–17, will give teachers and principals more time to learn the standards before they are held accountable under them; it will also give districts more time before they begin using new evaluation systems to inform personnel determinations.</p>	<p>Research (AIR) assisted OSPI with conducting several focus groups during the fall of 2013. The purpose of these events was to explore with educators possibilities for using teacher and principal evaluations in personnel decisions.</p> <p>Collectively, this feedback supports the state’s intent to align the dates by which evaluation results will have high-stakes implications.</p> <p><i>Staff from OSPI have consulted with various LEA’s and stakeholders over the last three months, and will continue to do so in the upcoming months. No comments were received from LEAs and stakeholders. Please see the attached document titled: Washington’s Teacher and Principal Evaluation and Support Systems Flexibility Waiver Request Stakeholder Outreach and Consultation.</i></p>

In place of a redlined version of Washington’s ESEA Flexibility Request for Principle 3, Washington is submitting the following change that would result from approval of this waiver request:

- **Current language from Section 3.A.I. Overview (page 180):** Complimentary legislation, [Engrossed Senate Substitute Bill 5895](#) (ESSB 5895), was signed into law in spring 2012. This newer legislation adds specificity to the statutes put forth in E2SSB 6696.
- **Proposed language for Section 3.A.I. Overview (page 180):** Complimentary legislation, [Engrossed Senate Substitute Bill 5895](#) (ESSB 5895), was signed into law in spring 2012. This newer legislation adds specificity to the statutes put forth in E2SSB 6696. [The Washington State Legislature will consider additional legislation in 2014 that will shift the timeline to begin using state test scores in personnel decisions to the 2016–17 school year.](#)

Please contact Gil Mendoza, Assistant Superintendent of Special Programs and Federal Accountability via email at gil.mendoza@k12.wa.us or by phone at (360) 725-6170 if you have any questions regarding this proposed amendment.

The Washington Office of Superintendent of Public Instruction (OSPI) acknowledges that the U.S. Department of Education may request supplementary information to inform consideration of this request.



Randy I. Dorn
State Superintendent
of Public Instruction

11/19/2013

Date