



MEMORANDUM

To: Montana Educators

From: Steve York, Assistant Superintendent
Linda Vrooman Peterson, Division Administrator

Date: June 28, 2013

Re: Invitation to Pilot the State Evaluation Model
Montana Educator Performance Appraisal System

On Monday, July 1, 2013, the revised Chapter 55 Standards of Accreditation take effect. These revised standards of accreditation are the primary means of assuring and improving the basic quality of PK-12 education in Montana. A state model evaluation system was born from changes in Chapter 55 Standards of Accreditation and is intended to be an option to schools to enhance school and student performance a research-based evaluation framework. The Montana Educator Performance Appraisal System (Montana-EPAS) is the state model evaluation system that is referenced in ARM 10.55.701(4)(b).

This memorandum is an invitation to all that are interested to join a pilot of the state model for the evaluation of teachers and principals, Montana-EPAS. Beginning in the 2013-14 school year, every Montana school district will be responsible for beginning to implement the requirements of Administrative Rules of Montana (ARM) 10.55.701 (4)(a). All schools must accomplish number 1 below by fall of 2014. One of the purposes for developing the state model is to assist schools in reaching this goal and the model can be used as outlined in items 2 and 3 below.

What does this mean to you?

1. Align the local evaluation system to the standards put forth in ARM 10.55.701(4)(a)(i-v).
2. Participate in the optional pilot of the state model by implementing the Montana-EPAS;
3. Use the state model as a guide to review and possibly revise the local evaluation system.

How can you get involved?

Convey your interest in the pilot project to Linda or Steve by email or phone.
Contact Steve York by telephone at (406) 444-4434, or by email at syork@mt.gov; or
Linda Vrooman Peterson by telephone at (406) 444-5726, or by email at lvpeterson@mt.gov

Montana – Educator Performance Appraisal System Implementation Timeline for 2013–2014

July 2013	Publish a three-year technical assistance and implementation evaluation plan to support school district personnel to 1) pilot the Montana EPAS, 2) use portions of the state model; or 3) begin alignment of local system to state standard
August 6, 2013	School Administrators of Montana (SAM) New Leaders Summit – Presentation: Implementation Options of Montana-EPAS
August 7, 2013	SAM Instructional Leadership Summit Presentation: Implementation Options of Montana-EPAS
August 2013	One-day training for school district personnel who will pilot Montana-EPAS, or will use portions of the state model
September 2013	Superintendents’ Fall Conference – Presentation and training on implementation of Montana-EPAS Pilot, use of portions of the state model, and alignment of local evaluation system to state standards
October 2013	Presentations: Implementation of Montana-EPAS Pilot, State County Superintendents’ Conference; Educators’ Conference; and MCEL Conferences
November 2013	One-day training state model participants and districts engaged in aligning local evaluation system to the state standards
November 2013	Partners Listening Tours – to learn from Montana educators about the implementation of Montana-EPAS
November 2013	Follow-up technical assistance to support Montana educators available through the Regional Education Service Areas (RESA) network
Ongoing 2013-14	Provide regional technical assistance and training to school district personnel with the implementation of 1) Montana-EPAS Pilot, 2) use portions of the state model; or 3) beginning to align local system to state standards

Spring 2014	Gather implementation data from the pilot of the state model and district alignment assessment process; adjust processes as necessary
July 1, 2014	Publish revised state models for evaluation in the Appendices of the Montana School Accreditation Standards and Procedures Manual
August 2014	By fall of 2014, all Montana school districts will use teacher and principal evaluation systems aligned to the accreditation standards assuring continuous education improvement
August 2014	One-day training for school district personnel who will pilot Montana-EPAS, or will use portions of the state model
Ongoing Support	Provide regional technical assistance and training to school district personnel with the implementation of 1) Montana-EPAS Pilot, 2) use portions of the state model; or 3) beginning to align local system to state standards

Evaluation Systems Work Group

The Montana-EPAS was developed by a subgroup formed to meet the requirements of the Board of Public Education standard ARM 10.55.701(4)(b) *the Superintendent of Public Instruction shall develop and publish model evaluation instruments that comply with this rule in collaboration with the MEA-MFT, Montana Rural Education Association, Montana School Boards Association, School Administrators of Montana, and Montana Small School Alliance.*

This subgroup, the Evaluation System Work Group, includes: Kirk Miller, School Administrators of Montana (SAM); Marco Ferro, MEA-MFT; Dan Rask, Montana Small Schools Alliance (MSSA); Bob Vogel, Montana School Boards Association (MTSBA); Dave Puyear, Montana Rural Education Association (MREA); Virginia Braithwaite, Montana State University - Northern; Teresa Burson, Helena Public Schools; Scott Dubbs, Lewistown Public Schools; Pete Donovan, Board of Public Education; along with Steve York and Linda Vrooman Peterson, Office of Public Instruction (OPI). The work group is facilitated by the OPI.