

MSFE Newsletter: Winter 2013

News & Updates

It has been a very busy year across our Maine Schools for Excellence (MSFE) districts. Hats off to all of you who have, on top of all your regular responsibilities, contributed to the continual improvement of MSFE programs in your district.

We want you to know: The TEPG, LEPG and Recognition and Reward (RR) programs that are in place today are sound, but they are not perfect. They continue to get better each year based on lessons learned, emerging best practices, and a lot of great thinking and input from teachers and leaders who sit on your district steering committee. In the words of one of these steering committee members, "Our progress from year one until now has been amazing..." Another states "...We have all worked harder than we thought possible, but it is the foundation to systemic improvement."

The work we are doing is truly foundational. Providing clear expectations, timely, specific and actionable feedback, resource support, and fair and equitable recognition and reward, together represent basic ingredients to any high performing organization.

This year... we will continue to build on our work. Continue to get to know the system and how each component works and works together. We will undoubtedly encounter a few more bumps along the way, and we will have more things to celebrate, too. At the end of the year, we will again reflect and refine. Patience, perseverance, and honoring the change process are keys to our success.

Sincerely,
Scott Harrison

Resources

- We will be sharing a regular **newsletter** that we hope will serve as an added resource for all our districts.
- We would like to **showcase examples of best practices** in this space. Do you have one to share? Send us an email at MSFE@maine.gov today!
- **Do you have SLOs on your mind?**

Here are some links to SLO examples that might be helpful:

[SLO Examples](#) that use MSFE framework

[SLO Samples](#) from around the country

[SLO Assessments](#) sample rubrics from around the country for assessing student performance

- **SLO Sounding Board:** Send your SLO questions to the MSFE team msfe@maine.gov for feedback
- **MSFE has a website:** <http://www.maine.gov/doe/excellence/>. On the site, you can read about the history of this project (it started in 2010), see a list of FAQs, and a Glossary of Terms.

Questions and Answers

Q: Which districts are involved in the Maine Schools for Excellence (MSFE) program?

A: Nine districts are currently involved in MSFE in two distinct but aligned phases. The first group of districts, which began this project in 2010, are Lewiston Public Schools, Maine School Administrative District 24, Regional School Unit 12, Maine School Administrative District 55, and Regional School Unit 74. The second group of districts, which became involved in 2012, are Maine School Administrative District 11, Regional School Unit 19, Maine School Administrative District 44, and Millinocket Public Schools. Teachers and school leaders are involved in decision making at every level.

Q: How does MSFE fit with the recent legislation designated LD 1858, “An Act to Ensure Effective Teaching and School Leadership?”

A: The work of the MSFE districts is consistent with new Maine legislation that requires school districts to implement a performance evaluation and professional growth system for all teachers and leaders. The elements of this system include standards of professional practice, multiple measures of effectiveness, a rating scale consisting of four levels, and a process for using information from the evaluation to inform professional development. Further, the law requires evaluation of educators on a regular basis, peer review, ongoing training, and formation of a steering committee to continually review and refine the system and process.

Do you have a question you would like to see answered here? Email it to msfe@maine.gov

Reminders & Important Dates

- **MSFE LEPG Training:** January 10, 9am - 2pm
- **MSFE Executive Advisory Council:** February 5, 11am - noon
- **TIF3 MSFE Statewide Practitioners’ Group:** February 5, 8:30am – 11am

Did you know?

- Across our 23 TIF3 MSFE schools...
 - **21%** of teachers have taken on new teacher leader roles
 - **498** teachers have participated in the National Board’s *Take One!* professional development program
 - **16** MSFE teachers achieved National Board Certification this month!
- Deadline to sign up for full certification and retakes has been extended to **February 28, 2014!**

Quote of the Month “The work of Maine’s Schools for Excellence districts is transformational. It also is a guidepost for the teaching profession. Anchored in National Board Standards, these model programs represent a compelling vision of accomplished teaching and leadership, promoting a culture in which everyone improves.” – *Ron Thorpe, CEO National Board for Professional Teaching Standards*

