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CEA Position on Rating of Impact on Student Learning
Approved by the Executive Board on February 9, 2016

The CEA recognizes the mandated state regulations requiring the use of assessment results in educator evaluations and the contractual agreements in place, including the Unit A/B collective bargaining agreement and the DDM agreement ratified in December 2015. We will support members through the implementation of those agreements.

However, the CEA has always been in opposition to the use of assessment results in educator evaluations. It is the position of the CEA that implementation of this requirement is both deeply flawed in practice and inherently destructive to professional working conditions. In bargaining, we have negotiated components of a system that mitigate both of these effects, but they do not remove them entirely.

The CEA is in agreement with the Superintendent of Bedford about the Rating of Impact on Student Learning. “While this again may appear helpful at first glance, I would argue that in reality it is counterproductive.” (Open letter of January 23, 2016.) He goes on to say “the variability in students’ skill levels in any particular class creates an unequal playing field” and he also describes how “schools are now getting bogged down in time-wasting discussions of their assessments’ reliability and validity.”

He then describes how the process of creating this rating will be counterproductive to the effective and collegial work they have done in Bedford with designing, implementing and analyzing data from common assessments to improve educator practice. “It will be an entirely different dynamic when evaluators turn to this data to measure teachers’ individual impact on student growth.”

He concludes by saying: “Finally, the over-reliance on quantitative measures fails to take into account the important impacts that teachers make on students’ creativity, curiosity, inspiration, ability to work with others, and social-emotional health.” The CEA will comply with regulations and agreements, but will do what we can to minimize the negative impacts of determining this rating on the professional practice of our members and, more importantly, the education of our students.