

Early Literacy Interim Review Process

November 2024

Claire Abbott, Director of Educator Effectiveness
Jessica Bazinet, Ed Prep Early Literacy Specialist
Lindsay Zorich, Assistant Director of Educator Preparation



Virtual Meeting Expectations

- Mute yourself when not speaking
- Stay engaged and present
- Send questions to Jess



Our Beliefs



- We believe all students can thrive.
- We believe all students deserve access to effective educators.
- We believe through strong preparation all educators can be effective on day one.
- We believe all educators must support each and every student in their care.
- We believe students are best supported when families, communities, and educators work together.
- We believe DESE, sponsoring organizations, and PK-12 schools and districts will need to take action to disrupt inequities.
- We believe DESE, sponsoring organizations, and PK-12 schools and districts will need to partner to build an education system that lives up to these beliefs

DESE's Educational Vision



All students in Massachusetts, particularly students from historically underserved groups and communities, will have equitable opportunities to excel in all content areas across all grades.

Culturally and linguistically sustaining classroom and school practices will support students to thrive by creating affirming environments where students have a sense of belonging, engage in deeper learning, and are held to high expectations with targeted support.

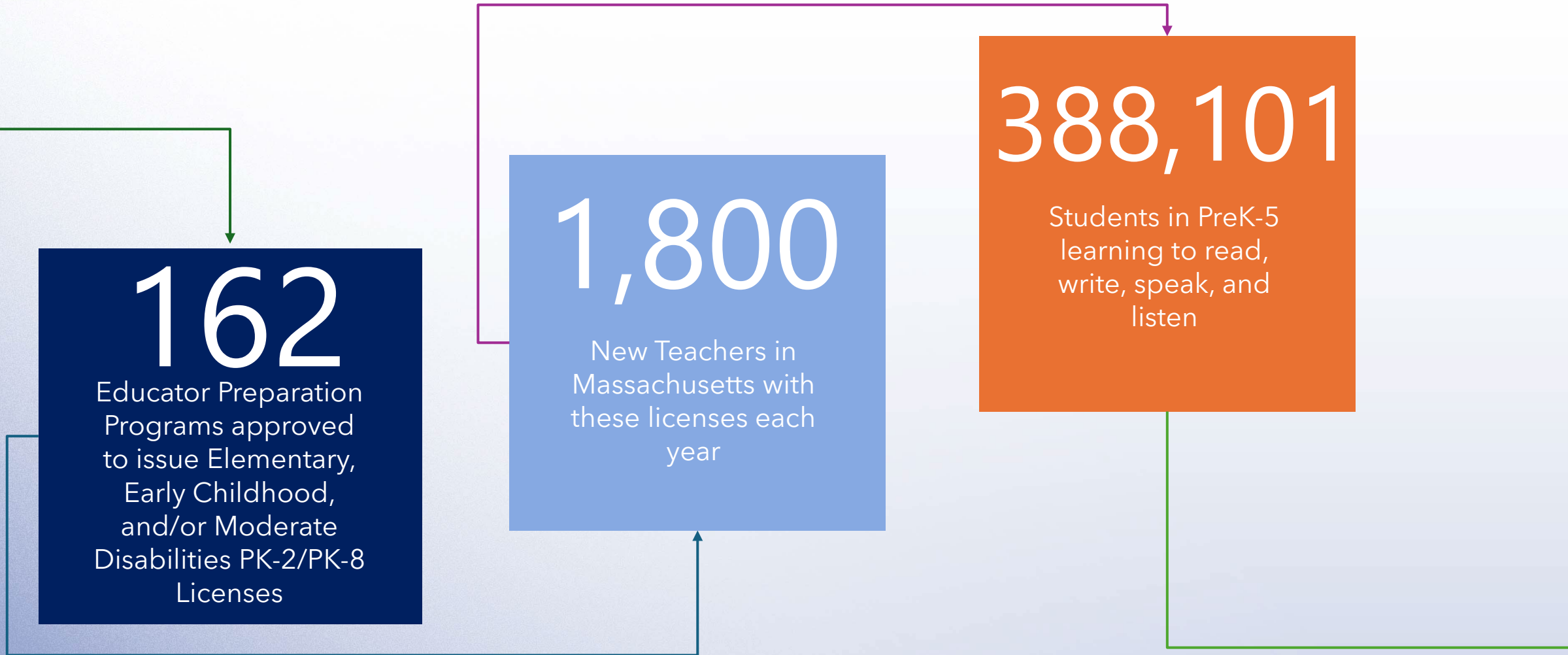
- All students are known and valued
- Learning experiences are relevant, real-world, and interactive
- Individual supports enable students to excel at grade-level (or beyond)

Objectives for Today's Session

- Provide information about the Early Literacy Review Processes
- Provide details about each stage of the Early Literacy Interim Review Process
- Answer questions about the Early Literacy Interim Review Process

Agenda

| | |
|-----------|--|
| 01 | Goals of the Early Literacy in Educator Preparation Initiative |
| 02 | Two Review Processes: Formal and Interim |
| 03 | Interim Review Process Stages |
| 04 | Q&A - Process |



Early Literacy in Ed Prep: Timeline

SY2019-2020

DESE launches Mass Literacy Initiative to promote evidence-based early literacy in PK12 and ed prep

SY2020-21

- Ed Prep Early Literacy Network
- Landscape Analysis
- MTEL updates

SY2021-22

- Ed Prep listening tour
- Appleseeds network
- Faculty Community of Practice

SY2022-23

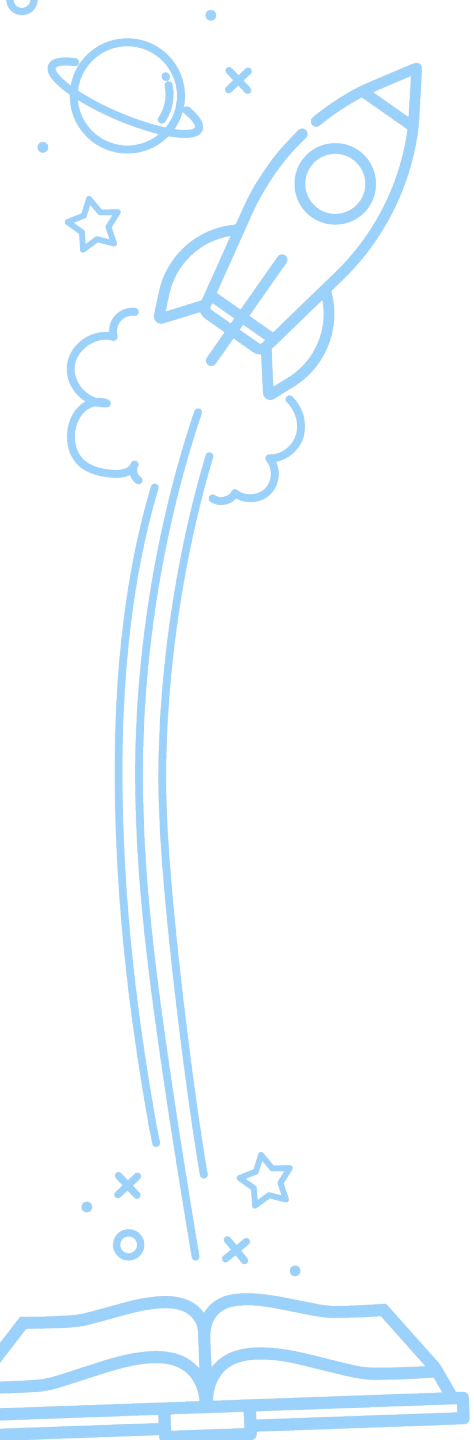
- Observation Tool pilot
- Formative Feedback Reviews
- *Equity in Early Literacy* series
- Draft Early Literacy criteria

SY2023-24

- Final Early Literacy Program Approval Criteria released;
- Review timelines posted

SY2024-25

March 2025:
First cohort of Early Literacy interim reviews will launch



Increase the number of public schools and licensed early education and care providers in the commonwealth providing evidence-based literacy instruction to students in prekindergarten through grade 3.

Students reading and writing on grade level by grade 3

Equity in early literacy

dese

LITERACY



By SY2024-2025, all Early Childhood, Elementary, and Moderate Disabilities teacher candidates in Massachusetts will be prepared, through coursework and opportunities for practice and high-quality feedback, in evidence-based early literacy as outlined in the Mass Literacy Guide.



Early Literacy Review Process Goals

The Early Literacy Program Approval Criteria will support increasingly positive and equitable experiences and outcomes for candidates by ensuring they are able to support all students through:

- Access to knowledge about early literacy instruction that is grounded in research AND
- Opportunities to apply that knowledge in classroom settings with guided feedback and support in order to develop the skills necessary to be effective early literacy educators.

The Early Literacy Review process will align with the updated formal review process, so that all reviews:

- Are efficient, consistent, equitable, and evidence-driven
- Elevate authentic feedback from a range of stakeholders
- Gather a comprehensive evidence base for decision-making
- Provide clear, actionable, and timely feedback to sponsoring organizations

Two Early Literacy Review Processes: Formal and Interim Reviews

Formal Reviews:

For organizations scheduled for a formal review through SY2027-28

- ~24 month process
- Integrated into overall review on **both** Program Approval Criteria and Early Literacy Program Approval Criteria

Full toolkit, including step-by-step Planning Guides available here:

<https://www.doe.mass.edu/edprep/review/toolkit/formal/>

Interim Reviews:

For organizations scheduled for a formal review in SY2028-29 and beyond:

- ~15 month process
- Focused **only** on the Early Literacy Program Approval Criteria

Interim Review Toolkit will be posted in early 2025. Timeline here:
<https://www.doe.mass.edu/edprep/resources/accelerated-early-literacy>

Formal Review Toolkit: Updated to include Early Literacy details

Launch Stage Overview and Purpose

This planning guide provides a detailed overview of the Launch stage of the Formal Review process. The purpose of the Launch stage is to familiarize sponsoring organizations (SOs) with the overarching review process and prepare SOs for the Initial Inquiry stage. During the Launch stage, DESE will seek a general understanding of the SO's program information and any specific context needed to prepare for stakeholder engagement. Several deliverables will be requested to gather this information. This stage is also when the SO determines which programs it will propose to move forward for review.

Formal Review Process Timeline

```

    graph LR
      A((Launch  
Months 1-7)) --> B((Initial Inquiry  
Months 8-13))
      B --> C((Follow-Up Inquiry  
Months 14-19))
      C --> D((Determination  
Months 20-24))
  
```

Steps in Launch Stage

| Notification | Technical Assistance (TA) Call 1 & Complete | Cohort Launch Session | Technical Assistance (TA) Call 2 & Program |
|--------------|---|-----------------------|--|
| Month | | | |

Step-by-Step

Step 1: **Notifi**

Step 2: **Techn**

Step 3: **Cohor**

Step 4: **Techn**

Formal Review Follow-Up Inquiry – ORG Domain Question Bank

Note: This document is a **template** that contains the bank of questions from which each Sponsoring Organization's Follow-Up Inquiry will be created. Each Sponsoring Organization will receive a tailored version of the worksheet during the third technical assistance call, which will include a narrower set of criteria with specific evidence from the Initial Inquiry to inform the Sponsoring Organization's response.

Sponsoring Organization

The Organization (ORG) Domain: *The Sponsoring Organization is committed to achieving, and has systems, structures, and personnel in place to enable, equitable and effective program experiences and outcomes for all candidates.*

| ORG Domain Criteria | Included in Follow-Up Inquiry for [SO]: | Additional Documents or Artifacts Requested: |
|--|--|--|
| ORG 1: The Sponsoring Organization has the capacity and authority to make strategic decisions that sustain effective and equitable preparation programs. | No Yes: <ul style="list-style-type: none"> As an opportunity to elevate best practices To address gaps or inconsistencies | |
| ORG 2: The Sponsoring Organization's educator preparation budget allocation is strategic, informed by data, and focused on sustainable and equitable program experiences and candidate outcomes. | No Yes: <ul style="list-style-type: none"> As an opportunity to elevate best practices To address gaps or inconsistencies | |
| ORG 3: The Sponsoring Organization has systems and structures that support clear communication and collaboration across all personnel, leading to cohesive and equitable program experiences. | No Yes: <ul style="list-style-type: none"> As an opportunity to elevate best practices To address gaps or inconsistencies | |

As outlined in the Program Overview, this worksheet includes the Initial Teacher Licensure programs below (including all variations/pathways):

- [Each licensure program will be listed here; see the Launch Stage Planning Guide for information about program groupings]

| INS Domain Criteria | Included in Follow-Up Inquiry for [SO]: | Additional Documents or Artifacts Requested: |
|---|--|--|
| INS 1: The Sponsoring Organization regularly examines and updates the program(s) of study to ensure content and practices throughout the program(s) that: <ul style="list-style-type: none"> Represent diverse identities, experiences, and perspectives; and Align with current evidence-based practices, including anti- | No Yes: <ul style="list-style-type: none"> As an opportunity to elevate best practices To address gaps or inconsistencies | |

Planning Guides for each Stage

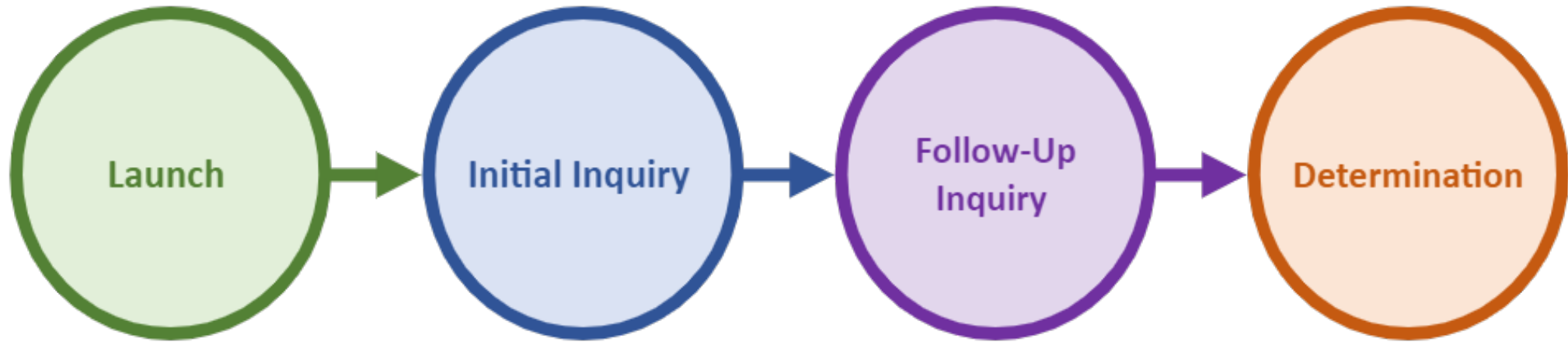
- What is required for this step in the process?
- What are helpful tips or considerations for this step?
- Specific details about required documents, candidate artifacts, recruitment and outreach, etc.

Follow-Up Inquiry Question Banks

Sponsoring Organization (SO)

| Stage | Timeframe | Formal Review Step or Activity |
|-----------------|-----------------------|---|
| Launch | Week of May 6, 2024 | DESE notifies SO of its review timeline <ul style="list-style-type: none"> After notification: Appoint review designee After notification: Confirm timeline for the review |
| | September 16, 2024 | Technical Assistance Call 1: Launch Worksheet, High Needs Assessments/Affidavits/Expiration Letters, Literacy Coursework Crosswalk <ul style="list-style-type: none"> DESE specialist will schedule virtual meeting After TA Call 1, start working on: <ul style="list-style-type: none"> Launch Worksheet High Needs Assessments, Affidavits, and Expiration Letters Literacy Coursework Crosswalk Due date: January 27, 2025 |
| | November 7, 2024 | Formal Review Cohort Launch Session <ul style="list-style-type: none"> Review designee and up to 5 team members attend session. |
| Initial Inquiry | Week of June 7, 2025 | Due date: August 29, 2025 Technical Assistance Call 3: Initial Inquiry Overview <ul style="list-style-type: none"> DESE specialist will schedule virtual meeting After TA Call 3, start working on: <ul style="list-style-type: none"> Approving or modifying schedule in Initial Inquiry Workbook Due date: 10 business days after TA Call 3 or sooner DESE approves schedule in Initial Inquiry Workbook and sends survey links |
| | Week of June 21, 2025 | After DESE approval, start working on: <ul style="list-style-type: none"> Survey recruitment Focus group recruitment <ul style="list-style-type: none"> It is the SO's responsibility to recruit participation in surveys and focus groups As recruitment progresses, start working on: |

Early Literacy Review Process Overview



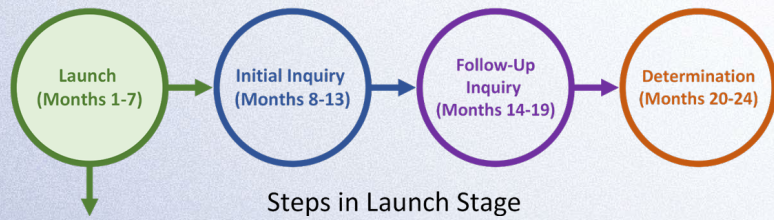
Submission of key materials, including:

- Candidate artifacts
- Program overview
- Required documents

- Course observations
- Surveys
- Focus Groups
- Interviews

- Submission of additional evidence to address gaps or inconsistencies
- Additional course and/or field-based experience observations

- Review of all collected evidence
- Determination of criterion-level ratings
- Determination of program approval



Interim Review: Launch Stage

| Notification <i>November</i> | Launch Session <i>March</i> | Program Overview TA Call <i>April/May</i> |
|---|---|--|
| <p>Email to your SO's leader, the notification includes:</p> <ul style="list-style-type: none"> List of relevant programs Timeline and high-level overview Request for an Early Literacy Review Designee | <ul style="list-style-type: none"> Virtual Session with team, including Early Literacy Review Designee Overview of interim review process Detailed guidance about: <ul style="list-style-type: none"> Program Overview Candidate Artifacts Required Documents Survey Outreach | <p>If needed, an additional opportunity to connect and ask questions before submission of Program Overview, Candidate Artifacts, and Required Documents</p> |
| Deliverables in this Stage | | |
| <p>In November:</p> <ul style="list-style-type: none"> Confirm receipt Name a designee Complete Doodle poll for Launch Session | | <p>By June:</p> <ul style="list-style-type: none"> Program Overview Candidate Artifacts Early Literacy Coursework Crosswalk (<i>aka Early Literacy Matrix</i>) Required Documents Survey Recruitment |

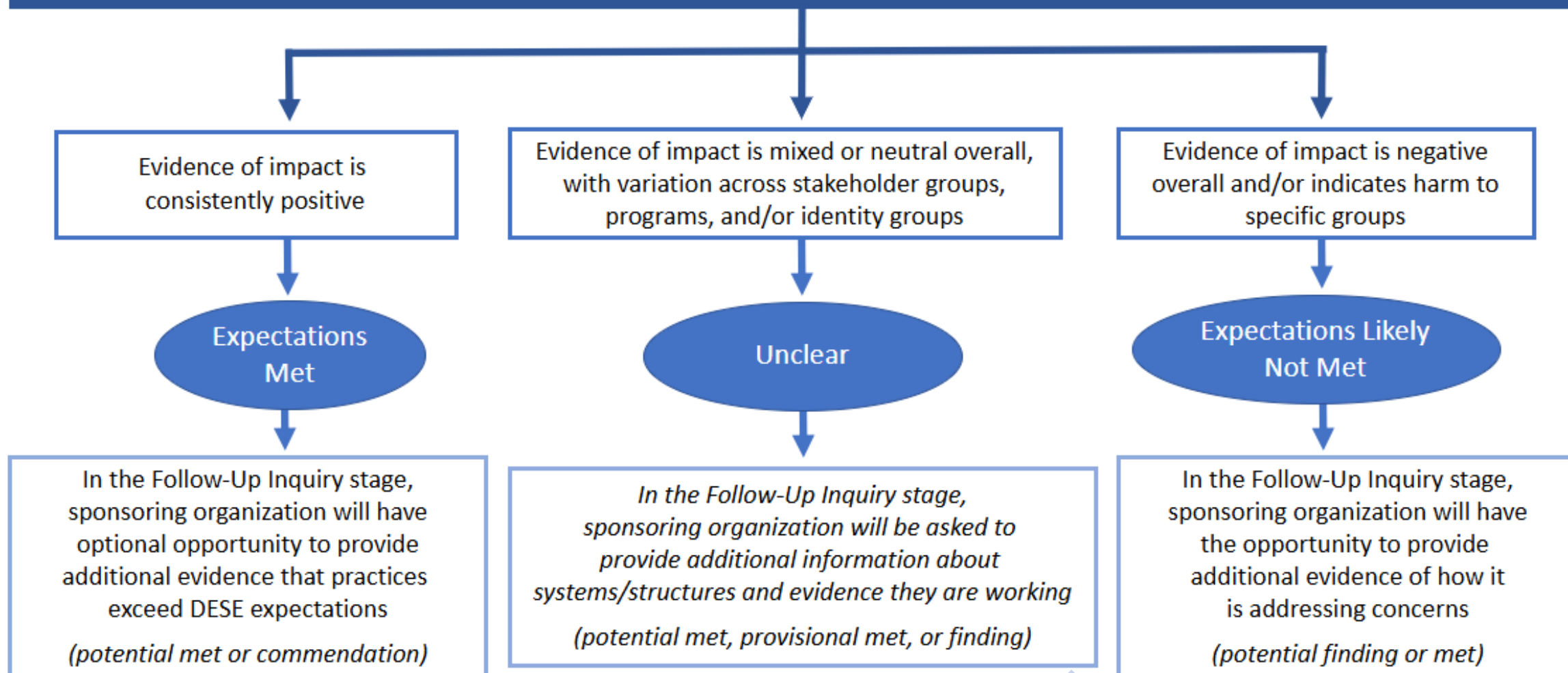


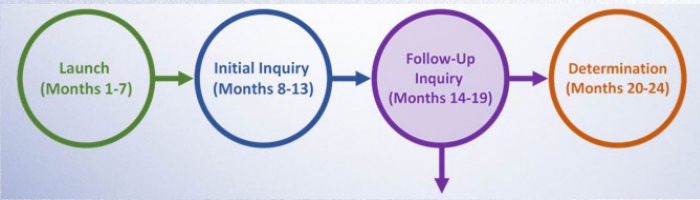
Interim Review: Initial Inquiry Stage

| Initial Inquiry TA Call <i>August/September</i> | Stakeholder Surveys <i>Distribution in April-June</i> | Focus Groups/Interviews <i>Late September-December</i> | Course Observations <i>Varies based on course schedule</i> |
|---|---|---|--|
| <ul style="list-style-type: none"> Initial Inquiry Workbook Completing Focus Group Schedule Scheduling Course Observations | <ul style="list-style-type: none"> Surveys for SO Personnel, PK-12 Partners and Supervising Practitioners, and Candidates/Completers Surveys include only early literacy items, distributed to relevant participants | <ul style="list-style-type: none"> 1-2 days with interviews or focus groups for each stakeholder group Focus Groups and Interviews only focus on Early Literacy Criteria | <ul style="list-style-type: none"> DESE will identify course sessions based on the Early Literacy Coursework Crosswalk Observation schedule will be collaboratively determined and depend on when courses are on offer. DESE Literacy Content Specialists will use an observation protocol grounded in the Early Literacy Program Approval Criteria. |
| Deliverables in this Stage | | | |
| 6 weeks before focus groups: <ul style="list-style-type: none"> Completed Focus Group Schedule | | By focus groups: <ul style="list-style-type: none"> Recruit participants for focus groups/interviews | Timeline established in TA Call: <ul style="list-style-type: none"> Confirm dates for observations Share instructor contact info |

Initial Inquiry Evidence

Reviewers evaluate evidence collected through the program overview, required documents, candidate artifacts, state-collected outcome data, and stakeholder surveys, focus groups, and interviews for each criterion to determine whether...





Interim Review: Follow-Up Inquiry Stage

Follow-Up Inquiry TA Call

About one month after focus groups

- Overview of tailored worksheets and additional evidence for each program
- Evidence for Early Literacy Criteria **only**
- May request additional observations, candidate artifacts

Deliverables in this Stage

12 weeks after TA call:

- Submission of completed Targeted Worksheets
- Submission of additional evidence as needed

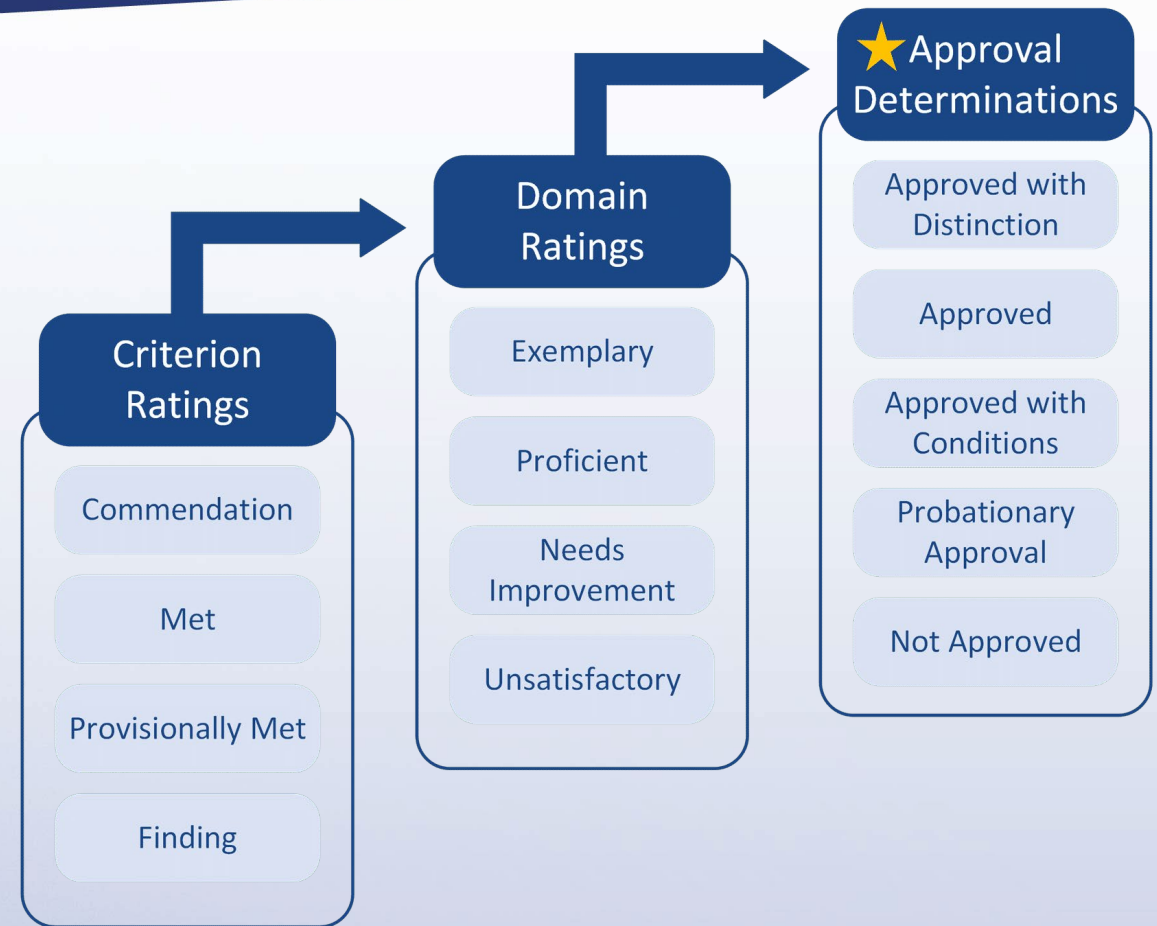
Interim Review: Determination Stage



| | |
|---|---|
| <p align="center">Factual Accuracy Draft and SO Response</p> <p align="center"><i>May/June</i></p> | <p align="center">Notification of Approval Determination</p> <p align="center"><i>By June 30</i></p> |
| <ul style="list-style-type: none"> • DESE literacy specialist will draft report with ratings for the Early Literacy Criteria • Internal DESE team will review to ensure ratings are evidence-based and consistent • After DESE receives the factual accuracy response, the Commissioner will determine approval status(es) | <ul style="list-style-type: none"> • A final report will be issued with ratings and approval determinations for each program |
| <p align="center">Deliverables in this Stage</p> | |
| <p>10 business days after receiving report:</p> <ul style="list-style-type: none"> • Review draft report for factual inaccuracies • Notify specialist in writing of any factual inaccuracies | |

Decision-Making in Interim Reviews

- Each Early Childhood, Elementary, and Moderate Disabilities PK-2 and PK-8 program will receive an approval determination
- Programs granted Approved with Conditions or Probationary Approval will complete an improvement plan
- Formal Reviews for each organization will take place approximately 3 years after the Interim Review and will include both Program Approval Criteria **and** Early Literacy Criteria



Next Steps

- By the end of this month, the slides, recording, and Q&A from this session will be posted on our website
- In early 2025, the Early Literacy Interim Review toolkit will be posted on our website
- Organizations in the first cohort of reviews can expect a formal invitation with a specific date for the March launch session within the next several weeks



Questions?



thank
you