

# Overview of the Redesigned Principal (268) Test and PASL Assessment

Presented by: Rick Cullors — Director, Client Relations

6/30/2017



# Agenda

- Introductions
- Why the Need for Change?
- The redesigned Principal Test (268)
- PASL (Performance Assessment for School Leaders)
- Statewide Communication Plan and Calendar of Events
- Contact Information

# Texas Education Agency (TEA) Webinar Participants

- Martin Winchester — Deputy Commissioner, Educator Support
- Ryan Franklin — Associate Commissioner, Educator Leadership & Quality
- Marilyn Cook — Director, Educator Certification & Testing
- Tim Miller — Director, Educator Preparation & Program Accountability
- Rebecca McCoy — Educator Testing Manager
- Jennifer Perez — Program Specialist, Educator Testing

# ETS Webinar Participants

- Rick Cullors — Director, Client Relations
- Janet Cook — Executive Director
- Annemarie Kiedaisch — Senior Director
- Sheila Morse — Assessment Specialist III
- William Scott — Client Relations Manager
- Elizabeth Murcia — Client Relations Specialist



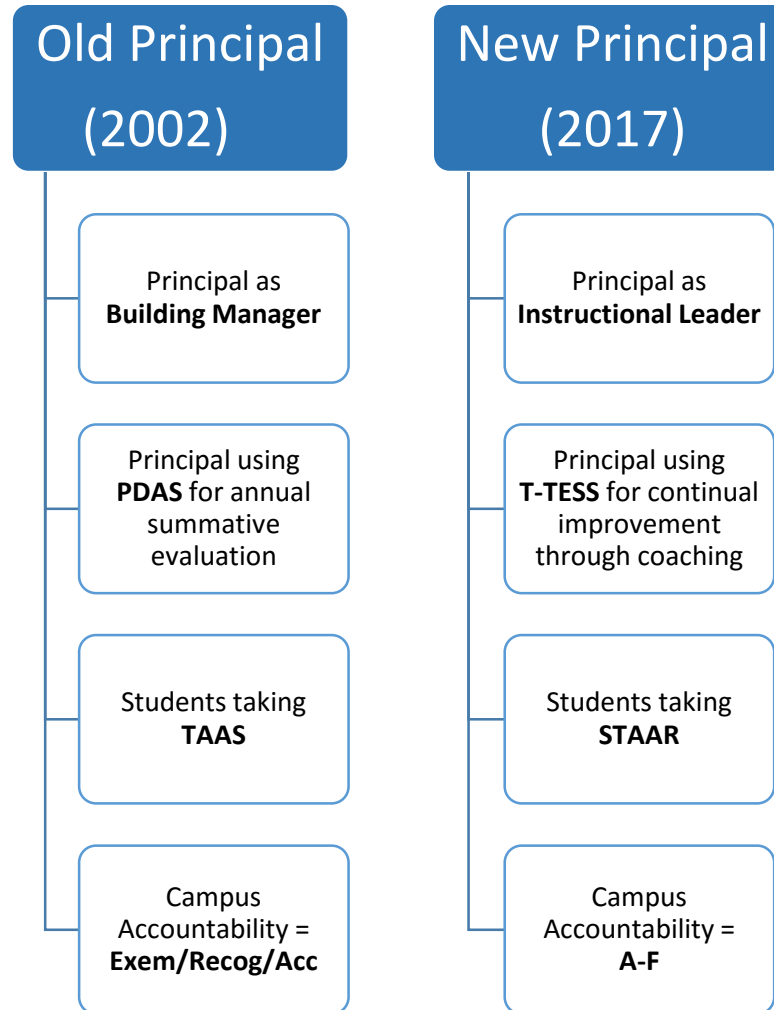
# Why the Need for Change?

# What Does the Research Show?

- Principals are second only to teachers in their impact on student achievement.
- A highly effective principal can increase his or her students' scores up to 10 percentile points on standardized tests in just one year.
- Principals can also affect other student outcomes, including reducing student absences and suspensions, and improving graduation rates.
- Principals in low-achieving or high poverty, minority schools tend to have a greater impact on student outcomes than principals at less challenging schools.
- Principals also have a positive effect on the retention of effective teachers.
- **Being an instructional leader is a hallmark of effective principals.** Effective principals are more likely to provide their teachers with the support and motivation to be effective teachers. For example, although both effective and ineffective principals claimed to frequently observe their teachers, effective principals make more unscheduled observations and provide immediate feedback.

*\*The Principal Perspective: full report.* Center for Public Education

# What has changed since Principal (068) was introduced in 2002?



# Principal Test (068)

From New Standards to a New Exam





# The Redesigned Principal (268)

Replacing Principal (068)

# New Principal (268)

- Proposed test fee — \$210
- 5-hour test
- 100 selected-response (SR) questions and 4–6 constructed-response (CR) items (TBD)
- Some pretest items will be included that do not count towards the candidate's score
- New framework domain, competency and descriptive statements
- Weighting of the domains likely to be 60% SR and 40% CR

# New Principal (268)

## Selected-Response Item Domains

- I. School Culture
- II. Leading Learning
- III. Human Capital
- IV. Executive Leadership
- V. Strategic Operations
- VI. Ethics, Equity and Diversity

Framework areas that will be tested by constructed-response questions:

- Key Competencies in Domains I, II and III

# New Principal (268)

- Some SR items and CR items will contain a video stimulus.
- Stakeholder groups are informing the development of the test, including a framework development committee, a test design committee, TEA item reviews, an item review committee, and a bias review committee.
- New *Test At A Glance (TAAG)* — with test frameworks, domains and competencies, will be available May 2018.
- New Preparation Manual — with the framework, overview of the test, practice questions, and a list of key resources for preparation, will be available online three months prior to the first administration.

# PASL Assessment

(P)erformance (A)ssessment for (S)chool (L)eaders

# PASL

- Proposed fee — \$400
- PASL test code — (TBD)
- Untimed portfolio submission, three tasks, based on fixed registration and submission dates

## Advantages/Benefits:

- Tasks focus on instructional leadership in schools
- Extended responses provide an opportunity for candidates to show deep understanding and reflection
- Video responses provide direct access to candidate performance
- Candidates can use authentic, personalized materials reflecting their own practice

# PASL

Each of the three tasks:

- consists of a written commentary created by the candidate in response to a series of guiding prompts
- requires descriptive, analytic and reflective writing
- is divided into separately-scored steps to provide focus for the candidate
- requires artifacts, including one 15-minute video in Task 3

# PASL

- All tasks:
  - Include data collection
  - Require the use of research
  - Require communication with colleagues
  - Connect to improved instruction and student learning
  - Include feedback and its impact
  - Require the use of rationales/examples



# PASL — Task 1

**Problem-Solving in the Field:** Focuses on resolving a significant problem or challenge in the school that influences instructional practice and student learning.

- Step 1: Identifying a Problem/Challenge
- Step 2: Researching and Developing a Plan
- Step 3: Implementing the Plan
- Step 4: Reflecting on the Plan and the Resolution

# PASL — Task 2

**Supporting Continuous Professional Development:** Focuses on demonstrating the skills needed to establish and support effective and continuous professional development with assigned staff.

- Step 1: Designing Building-Level Professional Development
- Step 2: Implementing Building-Level Professional Development
- Step 3: Analyzing Three Participants' Responses
- Step 4: Reflecting on Building-Level Professional Development

# PASL — Task 3

**Creating a Collaborative Team:** Focuses on demonstrating the ability to facilitate stakeholders' efforts to build a collaborative team within the school to improve instruction, student achievement and the school culture.

- Step 1: Identifying the Collaborative Team
- Step 2: Developing a Plan to Improve Instruction, Student Learning and the School Culture
- Step 3: Implementing the Plan to Improve Instruction, Student Learning and the School Culture
- Step 4: Reflecting on the Collaborative Team and the School Culture (includes a 10-minute video of a conversation that promotes reflection)

# Communication Plan

Statewide For All Stakeholders and Programs

Spring 2017  
(March–May)

- **Planning:**
  - Draft timeline and key components for communication plan
  - Solicit input/feedback from TCPEA Advisory Group
  - Principal (268) & PASL overview webinar planning
  - PASL webinar #1 planning
- **Conferences/Presentations:**
  - ESC Executive Directors presentation (*May 9*)
  - TACTE Conference (College of Education Deans-Port Aransas) (*May 22*)
  - TETN presentation (twelve ESCs that have Principal preparation programs) (*May 24*)
  - SBEC Meeting (*June 9*)
- **Communications:**
  - TEA email blast — Principal (268) & PASL informational document (*May 10*)

Summer 2017  
(June–August)

- **Planning:**
  - Schedule regional forums at ESCs (targeted faculty and EPPs) (*early June*)
  - CSOTTE Conference presentation planning
  - TASA/TASB Conference planning
  - Principal (268) & PASL FAQ document planning
  - PASL webinar #2 planning
  - TECP information website ongoing update planning
- **Conferences/Presentations:**
  - TEP SA & TASSP focus groups (*June 15*)
  - ETS hosts Principal (268) & PASL overview webinar (*June 27*)
  - TASP A presentation (*July 12-14*)
  - ETS hosts PASL webinar #1 (*August 1*)
  - Presentation to Commissioner's Superintendent Cabinet (*August 3*)
- **Communications:**
  - Principal (268) & PASL TECP informational website pages created and published (*June*)
  - EPP newsletter (*July*)
  - ETS PASL website updated with PASL handbook, etc. (*August*)

Fall 2017  
(September–November)

- **Planning:**
  - TASA Midwinter Conference and TASA Assessment Conference planning
  - PASL webinar #3 planning
  - TECP information website ongoing update planning
- **Conferences/Presentations:**
  - **Regional forums at ESCs conducted (targeted faculty and EPPs) (date TBD)**
  - TASA/TASB Conference (presentation to TCPEA and TACTE-Dallas) (*October 7*)
  - CSOTTE conference (*October 22-24*)
  - ETS hosts PASL webinar #2 (*November*)
- **Communications:**
  - EPP newsletter (*September & November*)

Winter 2017–18  
(December–February)

- **Planning:**
  - TACTE Conference presentation planning
  - Principal (268) webinar #1 planning
  - PASL webinar #4 planning
  - TECP information website ongoing update planning
- **Conferences/Presentations:**
  - TASA Midwinter Conference & TASA Assessment Conference presentation (open forums TCPEA & TACTE) (*January 29-31*)
  - ETS hosts PASL webinar #3 (*February*)
- **Communications:**
  - EPP Newsletter (*January*)

Spring 2018  
(March–May)

- **Planning:**
  - Principal (268) webinar #2 planning
  - TECP information website ongoing update planning
- **Conferences/Presentations:**
  - TACTE Conference (*April*)
  - ETS hosts PASL webinar #4 (*May*)
  - ETS hosts Principal (268) webinar #1 (*May*)
- **Communications:**
  - EPP Newsletter (*March & May*)
  - Principal (268) Test at a Glance (TAAG) published to TECP website (*May*)
  - Principal (268) crosswalk document published to TECP website (*May*)
  - 2018–19 test dates published to website (*May*)

Summer 2018  
(June–August)

- **Planning:**
  - CSOTTE Conference presentation planning
  - Principal (268) webinar #3 planning
  - TECP information website ongoing update planning
- **Conferences/Presentations:**
  - TASA Conference (*June*)
  - ETS hosts Principal (268) webinar #2 (*August*)
- **Communications:**
  - 2018–19 Registration Bulletins published to TECP website (*late June*)
  - EPP Newsletter (*July*)
  - Principal (268) test preparation manual published to TECP website (*late August*)
  - Principal (268) Interactive Practice Test (IPT) available (*late August*)

Fall 2018  
(September–November)

- **Planning:**
  - TASA Midwinter Conference & TASA Assessment Conference presentation planning
  - TECP information website ongoing update planning
- **Conferences/Presentations:**
  - CSOTTE Conference (provide Principal (268) & PASL informational materials) (*October*)
  - TASA/TASB Conference (presentation to TCPEA and TACTE-Dallas) (*October*)
  - ETS hosts Principal (268) webinar #3 (*November*)
- **Communications:**
  - EPP Newsletter (*September & November*)
  - Principal (268) registration opens (*September*)

Winter 2018–19  
(December–February)

- **Planning:**
  - TECP information website ongoing update planning
- **Conferences/Presentations:**
  - TASA Midwinter Conference & TASA Assessment Conference presentation (*January*)
- **Communications:**
  - Principal field test administration begins (*December–February*)
  - EPP newsletter (*January*)

Spring 2019  
(March–May)

- **Planning:**
  - Analysis of Principal (268) data from December–February field test administrations (if sufficient volumes are acquired) *(March–April)*
  - Standard-setting study conducted *(April/May)*
  - Commissioner sets cut score for Principal (268) *(May)*
  - TECP information website ongoing update planning
- **Conferences/Presentations:**
  - TACTE Conference *(April)*
- **Communications:**
  - EPP Newsletter *(March & May)*
  - Principal (268) field test contingency administration window *(March)*
  - Registration opens for fall 2019 PASL submission window *(May)*
  - 2019–20 test dates published to website *(May)*

Summer 2019  
(June–August)

- **Planning:**
  - CSOTTE Conference Principal (268) / PASL update planning
  - TECP information website ongoing update planning
- **Conferences/Presentations:**
  - TASA Conference *(xxx)*
- **Communications:**
  - 2019–20 *Registration Bulletins* published to TECP website *(late June)*
  - EPP Newsletter *(July)*
  - Principal (268) field test scores reported to candidates *(July)*
  - Principal (268) operational administration *(July)*
  - Principal (268) July administration scores reported *(August)*
  - PASL fall 2019 submission *(mid–August to mid–November)*

Fall 2019  
(September–November)

- **Planning:**
  - TECP information website ongoing update planning
- **Conferences/Presentations:**
  - CSOTTE Conference *(October)*
- **Communications:**
  - EPP Newsletter *(September & November)*
  - Principal (268) operational administration *(October)*
  - Principal (268) October administration scores reported *(November–December)*

Winter 2019  
(December–February)

- **Planning:**
  - TECP information website ongoing update planning
- **Conferences/Presentations:**
  - xxx
- **Communications:**
  - Principal (268) operational administration *(December)*
  - PASL fall 2019 submission period scores reported *(December)*
  - Principal (268) December administration scores reported *(January–February)*

# Contact Information

## **Mr. Martin Winchester**

TEA — Deputy Commissioner

[Martin.Winchester@tea.texas.gov](mailto:Martin.Winchester@tea.texas.gov)

## **Dr. Tim Miller**

TEA — Director of Educator Preparation & Program Accountability

[Tim.Miller@tea.texas.gov](mailto:Tim.Miller@tea.texas.gov)

## **Rick Cullors**

ETS — Director, Client Relations

[rcullors@ets.org](mailto:rcullors@ets.org)

(210) 347-4957





THANK YOU!

Brief Questions and Answers