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

Educator Services &gt;

## Educator Evaluation



### The Massachusetts Model System for Educator Evaluation

The Model System is a comprehensive educator evaluation system designed by the Department of Elementary and Secondary Education (ESE), pursuant to the new educator evaluation regulation, 603 CMR 35.00. The following eight-part series was developed to support effective implementation of the regulations by districts and schools across the Commonwealth.



#### Part I: District-Level Planning and Implementation Guide



  This Guide leads district leaders - school committees, superintendents and union leaders - through factors to consider as they decide whether to adopt or adapt the Model System or revise their own evaluation systems to meet the new educator evaluation regulation. The Guide describes the rubrics, tools, resources and model contract language ESE has developed, and describes the system of support ESE is offering. It outlines reporting requirement, as well as the process ESE will use to review district evaluation systems for superintendents, principals, teachers and other licensed staff. Finally, the Guide identifies ways in which district leaders can support effective educator evaluation implementation in the schools.



#### Part II: School-Level Planning and Implementation Guide



  This Guide is designed to support administrators and teachers as they implement teacher evaluation at the school level. The Guide introduces and explains the requirements of the regulation and the principles and priorities that underlie them. It offers guidance, strategies, templates and examples that will support effective implementation of each of the five components of the evaluation cycle: self-assessment; goal setting and educator plan development; plan implementation and evidence collection; formative assessment/evaluation; and summative evaluation.



#### Part III: Guide to Rubrics and Model Rubrics for Superintendent, Administrator and Teacher

  The Model Rubrics are presented and their use explained. The Guide also outlines the process for adapting them.



  Part III: Appendix A ESE Model Rubric for Superintendent



  Part III: Appendix B ESE Model Rubric for School-Level Administrator



  Part III: Appendix C ESE Model Rubric for Teacher

  Part III: Appendix D ESE Model Rubric for Specialized Instructional Support Personnel



#### Part IV: Model Collective Bargaining Contract Language

  This section contains Model contract language that is consistent with the regulation. Model language for teacher evaluation has been completed.



  Part IV: Appendix C Model Contract Language for Teachers (Unit A)

  Part IV: Appendix D Model Contract Language for Administrators (Unit B)

#### Part V: Implementation Guide for Principal Evaluation

  This section details the model process for principal evaluation and includes relevant documents and forms for recording goals, evidence and ratings. The Guide includes resources that principals and superintendents may find helpful, including a school visit protocol.

#### Part VI: Implementation Guide for Superintendent Evaluation

  This section details the model process for superintendent evaluation and includes relevant documents and a form for recording goals, evidence and ratings. The Guide includes resources that school committees and superintendents may find helpful, including a model for effective goal setting.

#### Part VII: Rating Educator Impact on Student Learning Using District-Determined Measures of Student Learning (July 2012)

Part VII is scheduled for publication in July 2012. It will contain guidance for districts on identifying and using district determined measures of student learning, growth and achievement, and determining ratings of high, moderate or low for educator impact on student learning.

#### Part VIII: Using Staff and Student Feedback in the Evaluation Process (July 2013)

Part VIII is scheduled for publication in July 2013. It will contain direction for districts on incorporating student and staff feedback into the educator evaluation process.

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