Massachusetts Department of ELEMENTARY & SECONDARY EDUCATION

January 2012

Educator Evaluation: Annual Cycle

Struggling Educators and Educators without Professional Teacher Status

Self Assessment	Plan Development, Analysis, and Goal-Setting	Implementation of the Plan & Collection of Evidence	Formative Assessment	Summative Evaluation
September	*Sept - Oct*	*Oct - May*	*Jan - Feb*	*May - June*
Educators self-assess and propose goals	Educator Plan is determined that includes Goals and Actions	Educators implement the Plan; both Educator and Evaluator gather evidence	Evaluator assess/evaluates Educator progress; mid-cycle or on-going	Evaluator determines rating on each Standard and Overall Rating
Student Learning Analyze data of current students Create at least one goal. Must consider team or department goals	***Goals*** Educator proposes; Evaluator approves	***Observations*** At least one announced + Multiple brief, unannounced observations with feedback	***Progress on Goals*** (Individual and/or Team/Dept. Goals)	***Progress on Goals*** (Individual and/or Team/Dept. Goals)
Professional Practice Assess practice against Performance Standards. Create at least one goal. Must consider team or department goals	***Actions and Alignment*** Actions Educator must take to attain goals that are aligned with statewide standards and indicators, e.g., PD, coursework	***Gather Artifacts from each Category of Evidence*** • Products of Practice • Multiple Measures of Student Learning • Other Evidence	***Progress on Each Standard*** Based on Rubrics and supported by artifacts • Exemplary • Proficient • Needs Improvement • Unsatisfactory	***Rating on Each Standard*** (Based on Rubrics and supported by artifacts) ↓ ***Summative Overall Rating*** • Exemplary • Proficient • Needs Improvement • Unsatisfactory

Educator Evaluation: Two-Year Cycle

January 2012

Proficient and Exemplary Educators with Professional Teacher Status

Self Assessment	Educator Plan Development & Goal-Setting	Implementation of the Plan & Collection of Evidence	Formative Evaluation	Summative Evaluation
Sept, Yr 1	*Sept – Oct, Yr 1*	*Oct, Yr 1 – May, Yr 2*	*May-June, Year 1*	*May – June, Year 2*
Teacher self-assesses and proposes goals	Teacher and Principal determines Educator Plan that includes Goals and Actions	Teacher implements the Plan; Both teacher and Principal gather evidence	Principal evaluates performance and progress at end of Yr 1; Same rating as before unless "significant change"	Principal determines teacher's rating on each Standard and Overall Rating
Student Learning Analyze data of current students. Create at least one goal. Consider team or department goals	***Goals*** Teacher proposes; Principal approves	***Observations*** At least one unannounced. Multiple brief, unannounced observations with feedback	***Progress on Goals*** (Individual and/or Team/Dept. Goals)	***Progress on Goals*** (Individual and/or Team/Dept. Goals)
Professional Practice Assess practice against Performance Standards. Create at least one goal. Must consider team or department goals	***Actions and Alignment*** As determined by Principal: Actions teacher must take to attain goals that are aligned with statewide standards and indicators	***Gather Artifacts from each Category of Evidence*** • Products of Practice • Multiple Measures of Student Learning • Other Evidence	***Progress on Each Standard*** Based on Rubrics and supported by artifacts: • Exemplary • Proficient • Needs Improvement • Unsatisfactory	***Rating on Each Standard*** Based on Rubrics and supported by artifacts ↓ ***Summative Overall Rating*** • Exemplary • Proficient • Needs Improvement • Unsatisfactory