

Update on the MA Task Force on Evaluation of Teachers and Administrators

**Presented to the Board of Elementary and Secondary Education
Associate Commissioner David Haselkorn**

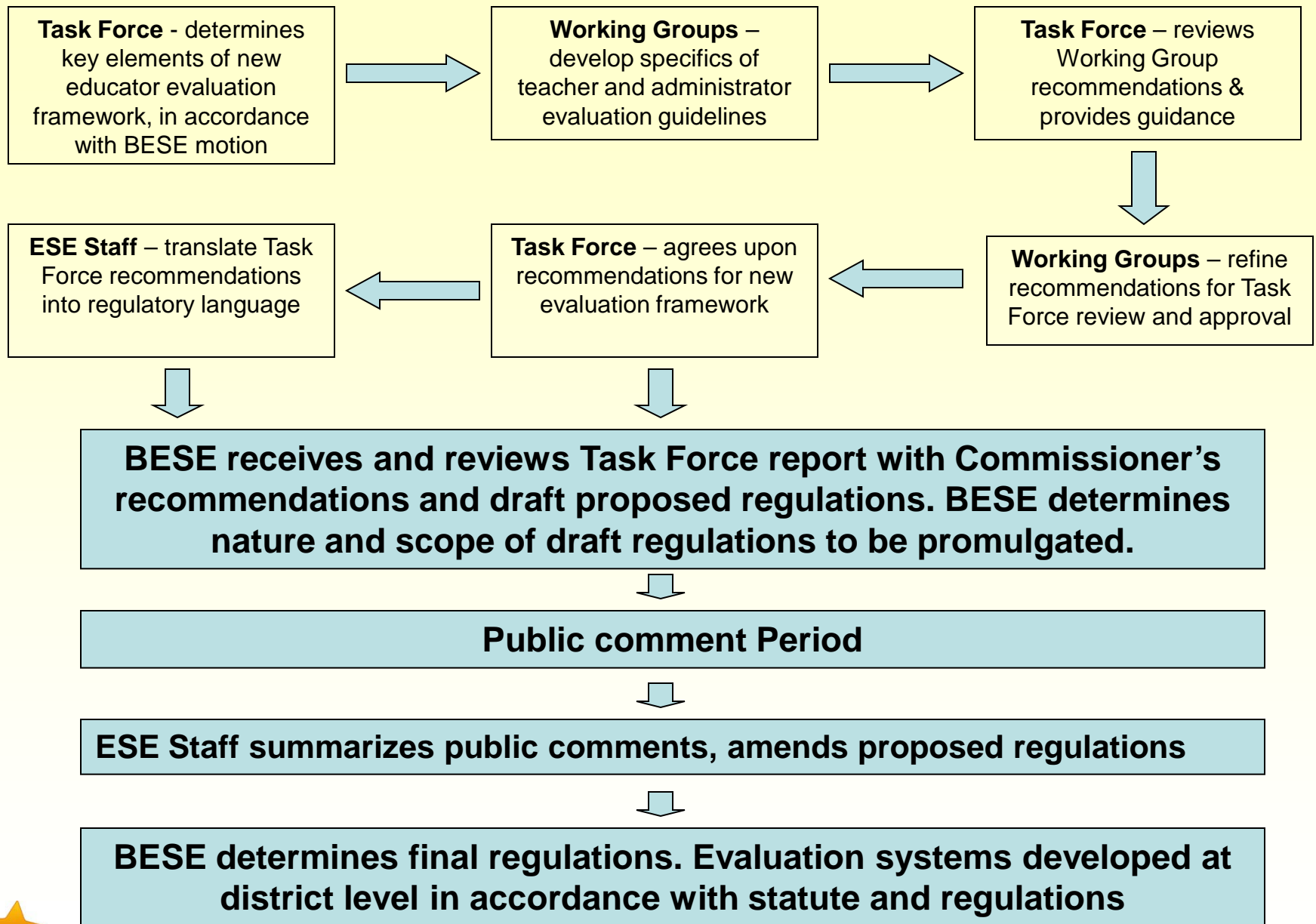
October 19, 2010

Overview

- Board adopted framework for new evaluation system in May 2010
- Task Force established Summer 2010
 - 40 members including teachers, leaders, parents, students, associations, and experts
- Bi-monthly meetings
- Will bring recommendations to Commissioner and Board by January 31, 2011

Board-Approved Evaluation Framework

- Will produce honest, fair, and improvement-oriented feedback
- Will establish two-year cycle of improvement plans for every educator
- Will include at least three performance rating categories
- Will use student performance as a significant factor in evaluations
- Results will be linked to key personnel decisions



Working Groups

- Working Groups are focused on the three core areas of focus in new evaluation framework:
 - Teacher Evaluation
 - Administrator Evaluation
 - Continuous Improvement Plan
- Their work is informed by national experts as needed

Progress to date

- Preliminary definitions of effectiveness
- Preliminary categories of evaluation
- Initial discussion of specific measures to be used
- Initial identification of implementation issues

Next Steps

- Number of Rating Categories to be determined (10/20)
- Category “weights” (or method for determining overall rating) (11/9)
- Continue to discuss appropriate measures to be used
- Details regarding the cycle of formative/summative evaluation, and how to incorporate peer assistance and/or review(11/10)
- Implementation suggestions (11/17)

Key Challenges

- Use of multiple measures of student performance in evaluations
- Developing framework that can be refined over time
- Linking evaluations to professional growth opportunities
- Reaching agreement on how to use evaluations to inform key personnel decisions, such as:
 - tenure
 - advancement/teacher leader career ladder
 - additional compensation opportunities
 - dismissal or demotion
- Supporting effective implementation of new regulations