

Quick Reference Guide: Educator Evaluation Data Collection

Introduction

ESE collects educator evaluation data on an annual basis. For each educator required to be evaluated¹, districts will provide the following eight data elements:

1. Professional Teacher Status
2. Overall Summative Performance Rating
3. Rating on Standard I
4. Rating on Standard II
5. Rating on Standard III
6. Rating on Standard IV
7. Student Impact Rating
8. Educator Evaluation Plan

Regulations

“Districts shall provide [ESE] with individual educator evaluation data for each educator in the district...including, but not limited to:

- (a) the educator's performance rating on each standard and overall;
 - (b) the educator... Professional Teacher Status;
 - (c) the educator's impact on student learning, growth, and achievement (high, moderate, low).”
- 603 CMR 35.11 (5)

Individual evaluation data submitted to ESE is confidential and is not subject to disclosure under public records law per [603 CMR 35.11\(6\)](#) and Section 2 of [Chapter 131 of the Acts of 2012](#) (An Act Providing for the Implementation of Education Evaluation Systems in School Districts).

Reporting the Data Elements

ESE will collect educator evaluation data through the Education Personnel Information Management System ([EPIMS](#)). The table below shows how districts will report each required data point:

Required Data	Data Element
Professional Teacher Status (SR 28)	<ul style="list-style-type: none"> ▪ Yes or No ▪ <i>Not Applicable</i>
Overall Summative Rating or Formative Evaluation Rating (SR29)	<ul style="list-style-type: none"> ▪ Exemplary, Proficient, Needs Improvement, or Unsatisfactory ▪ <i>Not Evaluated</i> ▪ <i>Not Applicable</i> ★ Will indicate whether rating is the result of a formative or summative evaluation. ★ Will indicate whether educator was evaluated using teacher or administrator standards.
Evaluation Rating on each of the Standards (I-IV) (SR30-SR33)	<ul style="list-style-type: none"> ▪ Exemplary, Proficient, Needs Improvement, or Unsatisfactory ▪ <i>Not Evaluated</i> ▪ <i>Not Applicable</i> ★ Will indicate whether rating is the result of a formative or summative evaluation. ★ Will indicate whether educator was evaluated using teacher or administrator standards.
Student Impact Rating* (SR34) ²	<ul style="list-style-type: none"> ▪ High, Moderate, or Low ▪ Year 1 or Year 2³ of data collection ▪ <i>Not Evaluated</i> ▪ <i>Not Applicable</i>
Educator Evaluation Plan ⁴ (SR35)	<ul style="list-style-type: none"> ▪ Developing Educator Plan ▪ One year, Self-Directed Growth Plan ▪ Two year, Self-Directed Growth Plan ▪ Directed Growth Plan ▪ Improvement Plan ▪ <i>Not Applicable</i>

Not Evaluated: Educators in positions/job classifications requiring an ESE license but who were not evaluated.

Not Applicable: (SR28) Educators not in positions that are eligible for PTS. (SR29-35) Educators not required to be evaluated under [603 CMR 35.00](#) and not in a job classification that requires an ESE license.

¹ This includes all teachers, principals, superintendents, and other staff in positions that require a teacher, specialist, professional support personnel, or administrative license. [603 CMR 35.02](#).

² Some districts have approved extensions for 2015-16 and are permitted to report “Not Applicable” for *some* educators.

³ “Year 2” should only be used in districts that collect three years of data before determining a Student Impact Rating.

⁴ This refers to the type of plan that an educator was on when they received the ratings reported in SR 29-33.

To offer suggestions, pose questions, or receive updates on ESE’s implementation efforts, please email EducatorEvaluation@doe.mass.edu.

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Implementation Timeline

Reporting on the Student Impact Rating:

After the 2015-16 school year, all districts must report a Student Impact Rating data element for every educator every year based on their approved plan submitted to ESE in June 2015. Districts that did not request or receive approval for an alternative pathway are expected to report Student Impact Ratings for some educators at the completion of the 2015-16 school year and for all educators at the completion of the 2016-17 school year. All remaining districts (i.e., those on an approved alternative pathway) must determine a Student Impact Rating for some educators at the completion of the 2016-17 school year, and for all educators at the completion of the 2017-18 school year.

Districts may report a Student Impact Rating for an educator every year, but they are not required to do so. They will, however, need to report a data element during years for which an Impact Rating is not being determined. For example, if a district reports a Student Impact Rating for an educator at the end of the 2016-17 school year, the district may report “Year 1” for that educator at the end of the 2017-18 school year. If that district determines Student Impact Ratings every two years, ESE would expect a Student Impact Rating again at the end of the 2018-19 school year.

Confidentiality of Data

“Any data or information that school districts or the Department or both create, send, or receive in connection with educator evaluation that is evaluative in nature and may be linked to an individual educator, including information concerning an educator’s formative assessment or evaluation or summative evaluation or performance rating or the student learning, growth, and achievement data that may be used as part of an individual educator’s evaluation, shall be considered personnel information within the meaning of M.G.L. c. 4, § 7(26)(c) and shall not be subject to disclosure under the public records law.” [603 CMR 35.11 \(6\)](#)

FAQ’s

1. Is there a difference between a the Student Impact Rating data element collected through EPIMS, and a Student Impact Rating?

Yes. Beginning with the 2015-16 end-of-year EPIMS collection, districts must enter a Student Impact Rating data element (SR 34) for every educator. This may include reporting “Year 1” or “Year 2” of data collection, or even “Not Evaluated.” Student Impact Ratings must be based on multiple years of data and are reported as “High,” “Moderate,” or “Low”.

2. Do the regulations protect the confidentiality of data collected for the purpose of educator evaluation beyond the seven required data elements?

Yes, for all educators other than the superintendent, the regulations guarantee that any information concerning an educator’s formative assessment, formative evaluation or summative evaluation is considered personnel information and is not subject to disclosure under public records law.

Learn More About Educator Evaluation Data Collection:

- [Part I: District -Level Planning and Implementation Guide, Appendix F](#)
- [EPIMS Homepage](#)
- [An Act Providing for the Implementation of Education Evaluation in School Districts.](#)

3. How can a district report annual evaluation ratings to ESE for educators on 2-year plan?

Ratings for every educator must be reported annually. For those educators on 2-year plans, “[t]he educator’s [formative evaluation] rating for that year shall be assumed to be the same as the previous summative rating unless evidence demonstrates a significant change in performance in which case the rating on Performance Standards may change.” [603 CMR 35.06\(5\)\(b\)](#)