

Quick Reference Guide: MA Educator Evaluation Framework

Introduction

On June 28, 2011, the Board of Elementary and Secondary Education adopted [regulations](#) for the evaluation of Massachusetts educators. The [Massachusetts Educator Evaluation Framework](#) is designed to:

- Promote growth and development of leaders and teachers,
- Place student learning at the center, using multiple measures of student learning, growth and achievement,
- Recognize excellence in teaching and leading,
- Set a high bar for professional teaching status, and
- Shorten timelines for improvement.

ESE Model System for Educator Evaluation

To assist districts and schools, the Department of Elementary and Secondary Education (ESE) developed a comprehensive [Model System for Educator Evaluation](#).

The Model System is aligned with the state's educator evaluation regulations, and the Model System's rubrics meet the expected level of rigor (see [603 CMR 35:06](#)).

District flexibility: School committees and school districts can adopt or adapt the Model System, or revise their own evaluation system to align with the regulations.

Two Ratings

All Massachusetts educators receive two independent but linked ratings that focus on the critical intersection of practice and impact, while creating a more complete picture of educator performance.

	Summative Performance Rating	Student Impact Rating
Purpose	The Summative Performance Rating assesses an educator's practice against four Standards of Effective Teaching or Administrator Leadership Practice , as well as an educator's progress toward attainment of his/her professional practice and student learning goals.	The Student Impact Rating is a determination of an educator's impact on student learning, informed by patterns and trends in student learning, growth, and/or achievement. This rating is based on results from statewide growth measures, where available, and district-determined measures (DDMs).
Evidence	Ratings are derived from three categories of evidence: <ul style="list-style-type: none"> • <i>Products of practice (observations & artifacts)</i> • <i>Multiple measures of student learning</i> • <i>Student and staff feedback</i> 	Annual data for each educator from at least two measures is needed to establish patterns and trends. <ul style="list-style-type: none"> • <i>Patterns</i> refer to results from at least two different measures of student learning, growth and achievement. • <i>Trends</i> refer to results from at least two years.
Rating Categories	Educators earn ratings for each Standard and an overall rating: <ul style="list-style-type: none"> ➤ Exemplary, Proficient, Needs Improvement, or Unsatisfactory. 	Educators receive one of three possible impact ratings: <ul style="list-style-type: none"> ➤ High, Moderate, or Low.

Learn more about the [Summative Performance Rating](#) and [Student Impact Rating](#).

To offer suggestions, pose questions, or receive updates, please email EducatorEvaluation@doe.mass.edu.

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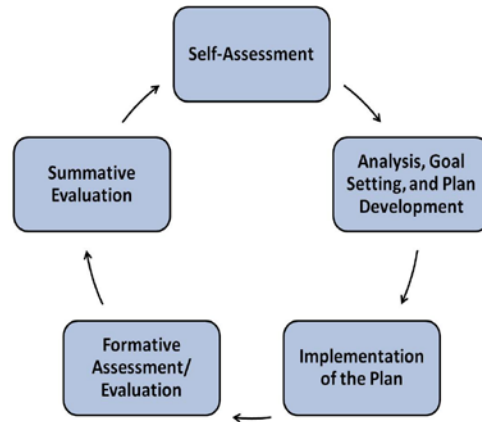
The Summative Performance Rating and Student Impact Rating are used together to determine the type and length of an educator's [Educator Plan](#) based on the table below.

Performance Rating	Exemplary	1-yr Self-Directed Growth Plan	2-yr Self-Directed Growth Plan	
	Proficient			
	Needs Improvement	Directed Growth Plan		
	Unsatisfactory	Improvement Plan		
Learn more about Educator Plans		Low	Moderate	High
Impact Rating				

The 5-Step Evaluation Cycle

The 5-Step Evaluation Cycle provides a structure for the process of determining a Summative Performance Rating. The goal of the 5-Step Cycle is to provide educators with a continuous opportunity for professional growth and development through self-directed analysis and reflection, planning, action steps, and collaboration. Regular, constructive feedback from the evaluator, coupled with opportunities to reflect on and improve practice, drive the cycle from beginning to end. Cycles can be up to two years in length, depending on Educator Plan type, and include:

- Step 1: Self-Assessment
- Step 2: Goal Setting & Plan Development
- Step 3: Implementation
- Step 4: Formative Assessment/Evaluation
- Step 5: Summative Evaluation



Learn more about the [5-Step Evaluation Cycle](#)

Additional Resources

- Visit ESE's Educator Evaluation website and access all Quick Reference Guides on components of the Educator Evaluation Framework here: <http://www.doe.mass.edu/eval/>
- Access resources about the 5-Step Evaluation Cycle, performance rubrics, and the Summative Performance Rating here: <http://www.doe.mass.edu/eval/sprating/>.
- Learn more about the Student Impact Rating and access resources on district-determined measures here: <http://www.doe.mass.edu/eval/sir/>.
- Read and sign up for ESE's Educator Evaluation Newsletter here: <http://www.doe.mass.edu/eval/communications/newsletter/>

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