

Quick Reference Guide: MA Model System for Educator Evaluation

Introduction

The [Massachusetts Model System](#) is a comprehensive educator evaluation system designed by the Department of Elementary and Secondary Education (ESE), pursuant to educator evaluation regulations, [603 CMR 35.00](#).

















Developed by staff at ESE in concert with a wide range of stakeholders, the Model System includes tools, guidance, rubrics, and contract language to support the evaluation of all educators.

Adopt, Adapt, or Revise

Districts may adopt or adapt the Model System for use in their schools, or revise existing local evaluation systems to be consistent with the regulations. As of 2015, the vast majority of Massachusetts public school districts have chosen to adopt or adapt the Model System.

Model System Components

The Model System is comprised of the following eight parts and covers the evaluation of teachers, specialized instructional support personnel, school level administrators, and superintendents. ESE will continue to revise and improve the Model System and related implementation guides and resources based on what we learn with and from Massachusetts educators.

<p>Part I: District-Level Planning and Implementation Guide</p>  	<p>Part II: School-Level Planning and Implementation Guide</p>  	<p>Part III: Guide to Rubrics and Model Rubrics for Superintendent, Administrator and Teacher</p>  	<p>Part IV: Model Collective Bargaining Contract Language</p>  
<p>Part V: Implementation Guide for Principal Evaluation</p>  	<p>Part VI: Implementation Guide for Superintendent Evaluation</p>  	<p>Part VII: Rating Educator Impact on Student Learning Using District-Determined Measures of Student Learning</p>  	<p>Part VIII: Using Staff and Student Feedback in the Evaluation Process and Model Feedback Surveys</p>  

Additional Resources:

MA Educator Evaluation Framework

- [Educator Evaluation Framework](#)
- [Summative Performance Rating](#)
- [Student Impact Rating](#)

Implementation Resources

- [Transforming Educator Evaluation in Massachusetts](#) – Video Series
- [ESE Training Materials](#)
- [Educator Effectiveness Guidebook for Inclusive Practice](#)