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. 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.

- **Part I:** District-Level Planning and Implementation Guide
  - A guide for district leaders on implementing an evaluation system consistent with the Massachusetts educator evaluation framework.

- **Part II:** School-Level Planning and Implementation Guide
  - A guide for school administrators and teachers on implementing an evaluation system consistent with the Massachusetts educator evaluation framework.

- **Part III:** Guide to Rubrics and Model Rubrics for Superintendent, Administrator and Teacher
  - A guide describing the four ESE model performance rubrics.

- **Part IV:** Model Collective Bargaining Contract Language
  - A guide containing model contract language that is consistent with the regulations for teachers (Unit A), administrators (Unit B)

- **Part V:** Implementation Guide for Principal Evaluation

To offer suggestions, pose questions, or receive updates on ESE’s implementation efforts, please email EducatorEvaluation@doe.mass.edu.
Quick Reference Guide:
MA Model System for Educator Evaluation

- A guide detailing the model process for principal evaluation consistent with the Massachusetts educator evaluation framework.

- **Part VI:** Implementation Guide for Superintendent Evaluation
  - A guide detailing the model process for superintendent evaluation consistent with the Massachusetts educator evaluation framework.

- **Part VII:** Using Multiple Measures of Student Learning in the Evaluation Process – *under development*
  - A guide describing strategies for using multiple measures of student learning as evidence in the evaluation process.

- **Part VIII:** Using Staff and Student Feedback in the Evaluation Process and Model Feedback Surveys
  - A guide for schools and districts to identify appropriate feedback instruments and determine how to incorporate feedback into the 5-step evaluation cycle.

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