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A Letter from the Educators

I never teach my pupils, I only attempt to provide them with the conditions in which they can learn.
—Albert Einstein

Dear Educators,

Across the Commonwealth, educators strive to reach all students with effective instruction, to create safe and engaging classroom learning environments, and to ensure that all students have exceptional learning experiences. We strive to provide our students with *the conditions in which they can learn*. In April 2015, a group of Massachusetts educators, national educational researchers, and the Massachusetts Department of Elementary and Secondary Education came together in the true spirit of collaboration to create this resource that supports **inclusive practice** in our schools. Our collective hope is that the resources and tools included in *The Educator Effectiveness Guidebook for Inclusive Practice* will enable educators to create a place for all students to thrive in general education settings.

Inclusive practice and settings offer all students the opportunity to learn from one another in safe and supportive learning environments. We include all of our students so as not to set limits on any student. The *Guidebook* provides educators—both teachers and administrators—with user-friendly tools based on guiding principles from [Universal Design for Learning](#), [Positive Behavioral Interventions and Supports](#), and [Social and Emotional Learning](#) to build and strengthen inclusive practice; suggestions for simplified and specific means of communication and collaboration with colleagues; and a framework for best inclusive practice that all educators and students deserve.

The *Guidebook* also promotes meaningful application of the educator evaluation process through the lens of inclusive practice. Because the tools are designed to support existing educator evaluation processes, the tools will not feel like “one more thing” but rather should help educators attain higher levels of professional growth and satisfaction.

More than 40 educators in Massachusetts helped to create the tools within this *Guidebook*. In three groups, we wrote, reviewed, field tested, and rewrote each tool to ensure they were conducive to teaching and learning. The tools are designed to enhance teaching and leadership, promote inclusive practice, and provide our students with the best possible education. This *Guidebook* truly is a document written by educators for educators, and we believe it will create a positive impact on all of our schools, educators, and students in Massachusetts.

Sincerely,

Guidebook Development Team Educators

The Massachusetts Department of Elementary and Secondary Education would like to thank the following educators for their time, dedication, and hard work creating the tools within the *Guidebook*. These educators wrote, reviewed, and field tested each tool to ensure the tools were high quality and conducive to teaching and learning.

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