Overview
This guide provides an overview of how the Massachusetts Educator Evaluation Framework supports implementation of the Massachusetts Curriculum Frameworks. The curriculum frameworks represent key content and skills, while the evaluation framework helps educators and evaluators assess educators’ effectiveness in teaching this material.

The following questions are intended to guide educators in aligning these two initiatives. See questions below for connections to the 5 Step Cycle.

- How is implementation of the MA Frameworks reflected in educators’ evaluation goals and plans? (Steps 1 and 2)
- How are educators supported in aligning instruction with the MA Frameworks? (Step 3)
- How is your district measuring the impact of teaching the MA Frameworks on student learning and educator practice? What evidence are you using? (Steps 4 and 5)

Embedding MA Curriculum Frameworks within the 5-Step Cycle for Educator Evaluation

MA Curriculum Frameworks
- WIDA English Language Development (2012)
- English Language Arts and Literacy (2017)
- Mathematics (2017)
- Science and Engineering/ Technology (2016)
- Digital Literacy and Computer Science (2016)
- Vocational Technical Education (2006)
- History and Social Science (2003)
- The Arts (1999)
- Foreign Languages (1999)
- Comprehensive Health (1999)
Incorporating MA Curriculum Frameworks into Evidence Collection
Throughout the 5-Step Cycle, educators and evaluators collect three categories of evidence to be used for determining each educator’s Summative Performance Rating. The following chart provides examples of evidence aligned to the implementation of the MA Frameworks that may be used to fulfill requirements for each of the three categories.

- **Products of Practice** (e.g., observation data and evidence)
  - Feedback from observation tools that reflect effective instructional practices aligned to the MA Frameworks and Educator Evaluation Standards
  - Educator portfolios with samples of student work, videos of instructional practice, and other evidence aligned to the MA Frameworks

- **Multiple Measures of Student Learning**
  - Data from student work and assessments aligned to the MA Frameworks (see examples of data in Steps 4 and 5 on p.1), including classroom and common assessments reviewed by grade level or content teams

- **Other Evidence Related to the Educator Evaluation Standards** (additional artifacts of practice and student learning, student and staff feedback)
  - Curriculum maps and units aligned to the MA Frameworks
  - Materials developed for professional network meetings
  - Educator portfolios that reflect practices aligned to the MA Frameworks
  - Student surveys designed to measure the extent to which educators are using instructional practices reinforced by the MA Frameworks

The Summative Performance Rating and the MA Curriculum Frameworks
The 5-Step Cycle results in a Summative Performance Rating (Exemplary, Proficient, Needs Improvement, Unsatisfactory) for each educator based on evidence aligned to the MA Frameworks. The Massachusetts evaluation system is unique in that no formulas or percentages are used to determine an educator’s rating. An evaluator determines the rating an educator receives based on the evidence collected and the evaluator’s professional judgment. For more information about determining ratings, read ESE’s guidance on Rating Educator Performance.