### Eval Tool: The Organization Domain

**Offsite and Onsite Evidence Rating Scale**

|  |  |  |
| --- | --- | --- |
| Rating | Evidence Label | Evidence Description |
| 4 | Compelling | Irrefutable evidence that criterion is being met consistently; or, sufficient evidence that while criterion is being met throughout the organization, one or more areas (i.e., programs) presents evidence above and beyond criteria. Would serve as a model to others. |
| 3 | Sufficient | Clear, convincing evidence demonstrating criterion is being met |
| 2 | Limited | Evidence inconsistently supports criterion; gaps within evidence exist; evidence is weakly linked to criterion |
| 1 | Insufficient | Inadequate evidence was found in support of the criterion |

**Output Rating Scale**

|  |  |
| --- | --- |
| Rating | Evidence Description |
| + | Data supports the criterion |
| ? | Inconclusive data |
| - | Data contrasts with the criterion |

**Output Data Labels**

|  |  |  |
| --- | --- | --- |
| Label | Where to Find Data | Data Types |
| \* | Sent by specialist with offsite materials | Partner Survey; Candidate, Completer, Supervising Practitioner, and Hiring Principal Surveys; |
| \*\* | Available on public profiles | Demographic data, Employment data, Ed Eval data |
| \*\*\* | Compiled by Specialist | MTEL, CAP/PAL data, SGP data |
| Italics | Not yet available for use in reviews | Persistence data, GPA |

**Finding Output Data on Public Profiles**

1. Go to doe.mass.edu
2. Hover over “Data & Accountability” in the menu bar
3. Hover down to “Data Tools”
4. Select “School and District Profiles”
5. Under Directories, choose “Educator Preparation Program Providers”
6. Select organization from list of providers
7. For most output data, select “Ed Prep Students” tab; for annual goals, select “General” tab
8. Select data type in menu bar on the left side of the page
9. Navigate between years in the upper left hand corner

|  | OFFSITE | | | | | | | | |
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|  | Offsite Submission from SO | | | | State-collected Outputs | | | | |
| ORG Criterion 1:  Organization demonstrates sufficient capacity and authority to effectively support and sustain effective educator preparation programs. | Organization Worksheet Prompt 1a & 1b | | | |  | | | | |
| 1  Insufficient | 2  Limited | 3  Sufficient | 4  Compelling | -  Contrasts | | ?  Inconclusive | | +  Supports |
| Evidence:      Rationale: | | | | Evidence:      Rationale: | | | | |
| ONSITE | | | | | | | | |
| Faculty – Arts & Sciences Focus Group  Faculty – Full and Part-time Program Faculty Focus Group(s) | | | | | | | | |
| 1  Insufficient | | 2  Limited | | 3  Sufficient | | | 4  Compelling | |
| Evidence:      Rationale: | | | | | | | | |
| Criterion Overall Rating | | | | | | | | |
| Criteria Overall Rating Statement: | | | |  | Commendation | | | |
|  | Criteria Met | | | |
|  | Finding | | | |
| Professional Suggestion: | | | | | | | | |

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|  | Offsite Submission from SO | | | | State-collected Outputs | | | | |
| ORG Criterion 2:  Systems/structures support collaboration within departments and across disciplines and improve candidate preparation. | Organization Worksheet Prompt 2a & 2b | | | |  | | | | |
| 1  Insufficient | 2  Limited | 3  Sufficient | 4  Compelling | -  Contrasts | | ?  Inconclusive | | +  Supports |
| Evidence:      Rationale: | | | | Evidence:      Rationale: | | | | |
| ONSITE | | | | | | | | |
| Faculty – Arts & Sciences Focus Group  Faculty – Full and Part-time Program Faculty Focus Group(s) | | | | | | | | |
| 1  Insufficient | | 2  Limited | | 3  Sufficient | | | 4  Compelling | |
| Evidence:      Rationale: | | | | | | | | |
| Criterion Overall Rating | | | | | | | | |
| Criteria Overall Rating Statement: | | | |  | Commendation | | | |
|  | Criteria Met | | | |
|  | Finding | | | |
| Professional Suggestion: | | | | | | | | |

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|  | Offsite Submission from SO | | | | State-collected Outputs | | | | |
| ORG Criterion 3:  Budgets support ongoing educator preparation program sustainability and allocate resources according to the organization’s goals. | Organization Worksheet Prompt 3a & 3b | | | |  | | | | |
| 1  Insufficient | 2  Limited | 3  Sufficient | 4  Compelling | -  Contrasts | | ?  Inconclusive | | +  Supports |
| Evidence:      Rationale: | | | | Evidence:      Rationale: | | | | |
| ONSITE | | | | | | | | |
| Faculty – Arts & Sciences Focus Group  Faculty – Full and Part-time Program Faculty Focus Group(s) | | | | | | | | |
| 1  Insufficient | | 2  Limited | | 3  Sufficient | | | 4  Compelling | |
| Evidence:      Rationale: | | | | | | | | |
| Criterion Overall Rating | | | | | | | | |
| Criteria Overall Rating Statement: | | | |  | Commendation | | | |
|  | Criteria Met | | | |
|  | Finding | | | |
| Professional Suggestion: | | | | | | | | |

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|  | Offsite Submission from SO | | | | State-collected Outputs | | | | |
| ORG Criterion 4:  All candidates, regardless of program or delivery model, have equitable and consistent access to resources. | Organization Prompt 4 | | | | Candidate Survey\*  Completer Survey\* | | | | |
| 1  Insufficient | 2  Limited | 3  Sufficient | 4  Compelling | -  Contrasts | | ?  Inconclusive | | +  Supports |
| Evidence:      Rationale: | | | | Evidence:  Rationale: | | | | |
| ONSITE | | | | | | | | |
| Candidate/Completer Focus Group(s) | | | | | | | | |
| 1  Insufficient | | 2  Limited | | 3  Sufficient | | | 4  Compelling | |
| Evidence:      Rationale: | | | | | | | | |
| Criterion Overall Rating | | | | | | | | |
| Criteria Overall Rating Statement: | | | |  | Commendation | | | |
|  | Criteria Met | | | |
|  | Finding | | | |
| Professional Suggestion: | | | | | | | | |

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|  | Offsite Submission from SO | | | | State-collected Outputs | | | | |
| ORG Criterion 5:  Recruitment, selection and evaluation processes result in the hiring and retention of effective faculty/ instructors and staff. | Organization Worksheet Prompt 5a, 5b, 5c & 5d | | | | Candidate Survey\*  Completer Survey\* | | | | |
| 1  Insufficient | 2  Limited | 3  Sufficient | 4  Compelling | -  Contrasts | | ?  Inconclusive | | +  Supports |
| Evidence:      Rationale: | | | | Evidence:  Rationale: | | | | |
| ONSITE | | | | | | | | |
| Candidate/Completer Focus Group(s)  Faculty – Arts & Sciences Focus Group  Faculty – Full and Part-time Program Faculty Focus Group(s) | | | | | | | | |
| 1  Insufficient | | 2  Limited | | 3  Sufficient | | | 4  Compelling | |
| Evidence:      Rationale: | | | | | | | | |
| Criterion Overall Rating | | | | | | | | |
| Criteria Overall Rating Statement: | | | |  | Commendation | | | |
|  | Criteria Met | | | |
|  | Finding | | | |
| Professional Suggestion: | | | | | | | | |

|  | OFFSITE | | | | | | | | |
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|  | Offsite Submission from SO | | | | State-collected Outputs | | | | |
| ORG Criterion 6:  Faculty/instructors and staff engage in professional development or work in the field that has a positive impact on the quality of preparation provided to candidates. | Organization Worksheet Prompt 6a & 6b | | | |  | | | | |
| 1  Insufficient | 2  Limited | 3  Sufficient | 4  Compelling | -  Contrasts | | ?  Inconclusive | | +  Supports |
| Evidence:      Rationale: | | | | Evidence:      Rationale: | | | | |
| ONSITE | | | | | | | | |
| Faculty – Arts & Sciences Focus Group  Faculty – Full and Part-time Program Faculty Focus Group(s) | | | | | | | | |
| 1  Insufficient | | 2  Limited | | 3  Sufficient | | | 4  Compelling | |
| Evidence:      Rationale: | | | | | | | | |
| Criterion Overall Rating | | | | | | | | |
| Criteria Overall Rating Statement: | | | |  | Commendation | | | |
|  | Criteria Met | | | |
|  | Finding | | | |
| Professional Suggestion: | | | | | | | | |

Overall Domain Summary

| Criterion | Offsite | Output | Onsite | | Commendation | | Criterion Met | Finding |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1. Organization demonstrates sufficient capacity and authority to effectively support and sustain effect educator prep programs. |  |  |  | |  | |  |  |
| 1. Systems/structures support collaboration within departments and across disciplines and improve candidate preparation. |  |  |  | |  | |  |  |
| 1. Budgets support ongoing educator preparation program sustainability and allocate resources according to the Sponsoring Organization’s goals. |  |  |  | |  | |  |  |
| 1. All candidates, regardless of program or delivery model, have equitable and consistent access to resources. |  |  |  | |  | |  |  |
| 1. Recruitment, selection and evaluation processes result in the hiring and retention of effective faculty/instructors and staff. |  |  |  | |  | |  |  |
| 1. Faculty/instructors and staff engage in professional development or work in the field that has a positive impact on the quality of preparation provided to candidates. |  |  |  | |  | |  |  |
|  | | | | | | | | |
| Domain Summary | | | | Overall Domain Recommendation | | | | |
|  | | | |  | | Exemplary | | |
|  | | Proficient | | |
|  | | Needs Improvement | | |
|  | | Unsatisfactory | | |