# EDUCATOR EVALUATION

September Faculty Meeting

# SELF ASSESSMENT

- ► Check in on progress of self-assessment
  - ► Rubric 'proficient' line
  - ► Align School/District goals
  - Personal goals (i.e. degrees, PTS, dual licensure etc.)
- ► How self-assessments lead to goal setting
  - ► Conversation: with teams/with evaluator

# GOAL SETTING

- ▶ VIDEO FROM DESE
  - http://www.doe.mass.edu/edeval/resources/eef/Framework-GoalSetting.mp4
- ▶ 1 STUDENT LEARNING/1 PROFESSIONAL
  - Usually but not always linked with each other
  - Clearly articulated Action Plan for each goal (1 year or 2 year); include actions, time lines (dates or frequency) and supports
  - Goals can be team oriented even if educators are on different plans, different grades, different schools; One can be team and one individual; Action plans can be different on a Team Goal
- ► Timeline for Goal Setting meetings (and submit draft by Nov 1<sup>sT</sup>) and finalization (before Nov. 15<sup>th</sup>)
- ▶ Q & A

# **OBSERVATIONS**

Observations are 1
piece of evidence in
the 5-step process



#### Evidence Snapshot:

Products of Practice

Artifacts related to educator practice

Observations - announced and unannounced Multiple Measures of Student Learning, Growth & Achievement

> Evidence of progress on student learning goals

Statewide growth measures (e.g., MCAS, ACCESS)

Common Assessments

Appropriate measures of student growth for nonclassroom teachers Other Evidence Related to Standards of Practice

Evidence of fulfillment of professional responsibilities

> Evidence of family engagement

Student feedback

Evidence Used in Educator Evaluation

### **OBSERVATIONS**

- ▶ Announced
  - ▶ Will have a pre-meeting and de-brief
  - Will be 'announced' and designed to help educators "present their best foot forward"
- ▶ Unannounced
  - Is an 'official' Observation that has written feedback within 5 days
  - ► A de-brief conversation will be available where educator input will be sought and valued