

Quick Reference Guide: MA Educator Evaluation Framework

Introduction

The [Massachusetts Educator Evaluation Framework](#) is designed to:

- Promote growth and development of teachers and administrators,
- Place student learning at the center, using multiple measures of student learning, growth and achievement,
- Recognize excellence in teaching and leading,
- Set a high bar for professional teaching status, and
- Shorten timelines for improvement.

ESE Model System for Educator Evaluation

To assist districts and schools, the Department of Elementary and Secondary Education (ESE) developed a comprehensive [Model System for Educator Evaluation](#).

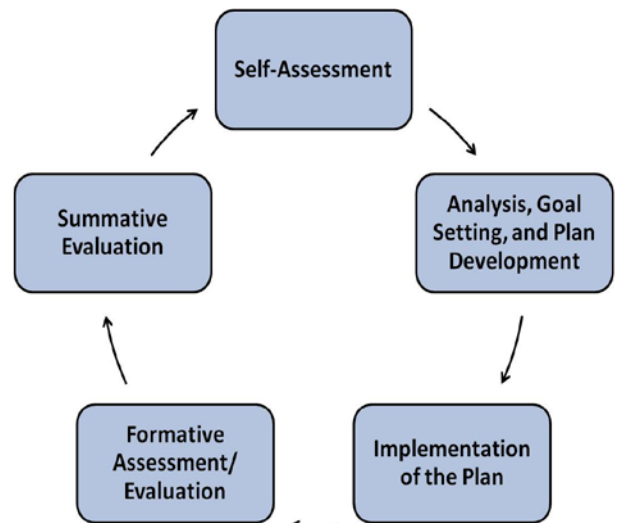
The [performance rubrics](#) that are part of the Model System meet the expected level of rigor (see [603 CMR 35:06](#)).

District flexibility: School committees and school districts can adopt or adapt the Model System, or revise their own evaluation system to align with the regulations.

The 5-Step Evaluation Cycle

The 5-Step Evaluation Cycle provides a structure for supporting an educator’s growth and development and, ultimately, determining a Summative Performance Rating. The goal of the 5-Step Cycle is to provide educators with a continuous opportunity for professional learning through self-directed analysis and reflection, planning, action steps, and collaboration. Regular, constructive feedback from the evaluator, coupled with opportunities to reflect on and improve practice, drive the cycle from beginning to end. Cycles can be up to two years in length, depending on Educator Plan type, and include:

- Step 1: Self-Assessment
- Step 2: Goal Setting & Plan Development
- Step 3: Implementation
- Step 4: Formative Assessment/Evaluation
- Step 5: Summative Evaluation



Learn more about the [5-Step Evaluation Cycle](#)

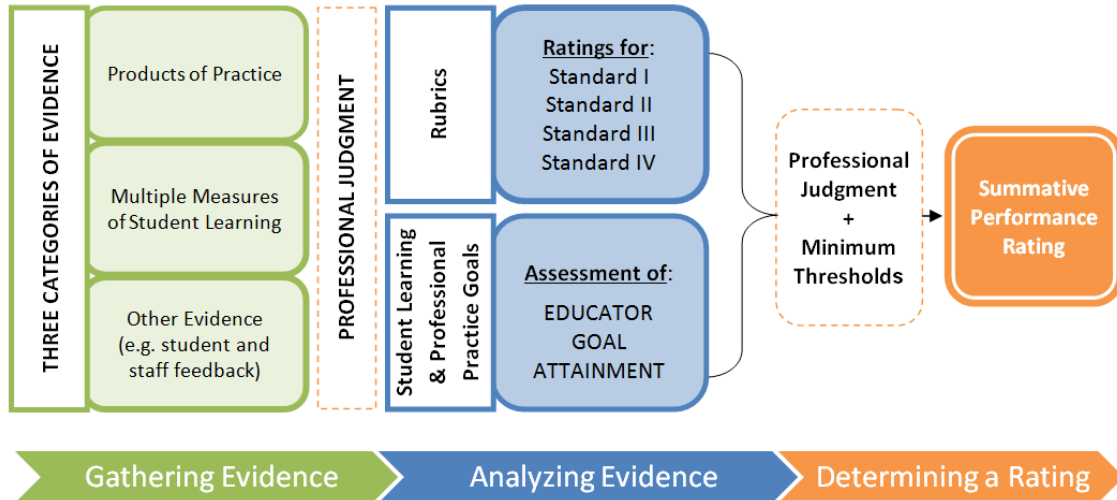
Summative Performance Rating

The Summative Performance Rating is the final step of the [5-Step Evaluation Cycle](#). Upon consideration of evidence of practice, evidence of impact on student learning, and progress towards

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goal attainment, the evaluator applies professional judgment and assigns one of four possible ratings. The diagram below lays out the full process by which evaluators determine Summative Performance Ratings.



Educator Plans

An educator’s Summative Performance Rating determines their next [Educator Plan](#). For educators who received a rating of Proficient or Exemplary, the **Self-Directed Growth Plan** is developed by the educator and is either one or two years in length, based on the professional judgment of the evaluator. For educators who received a rating of Needs Improvement, the **Directed Growth Plan** is developed by the educator and evaluator and is one year or less in duration. For educators who were rated as Unsatisfactory, the **Improvement Plan** is developed by the evaluator and is 30 days to one year in duration. The **Developing Educator Plan** applies to educators without Professional Teacher Status (PTS), administrators in their first three years in a district, or educators in new assignments (at the discretion of their evaluators), and is a one-year plan developed by the educator and evaluator.

Performance Rating	Exemplary	1-yr Self-Directed Growth Plan	2-yr Self-Directed Growth Plan
	Proficient	1-yr Self-Directed Growth Plan	2-yr Self-Directed Growth Plan
	Needs Improvement	Directed Growth Plan	
	Unsatisfactory	Improvement Plan	

Learn more about [Educator Plans](#)

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Additional Resources

- Visit ESE's Educator Evaluation website and access all Quick Reference Guides on components of the Educator Evaluation Framework [here](#)
- Access resources about the 5-Step Evaluation Cycle, performance rubrics, and the Summative Performance Rating [here](#)

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