


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
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GOAL SETTING

- ▶ VIDEO FROM DESE

- ▶ <http://www.doe.mass.edu/eval/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

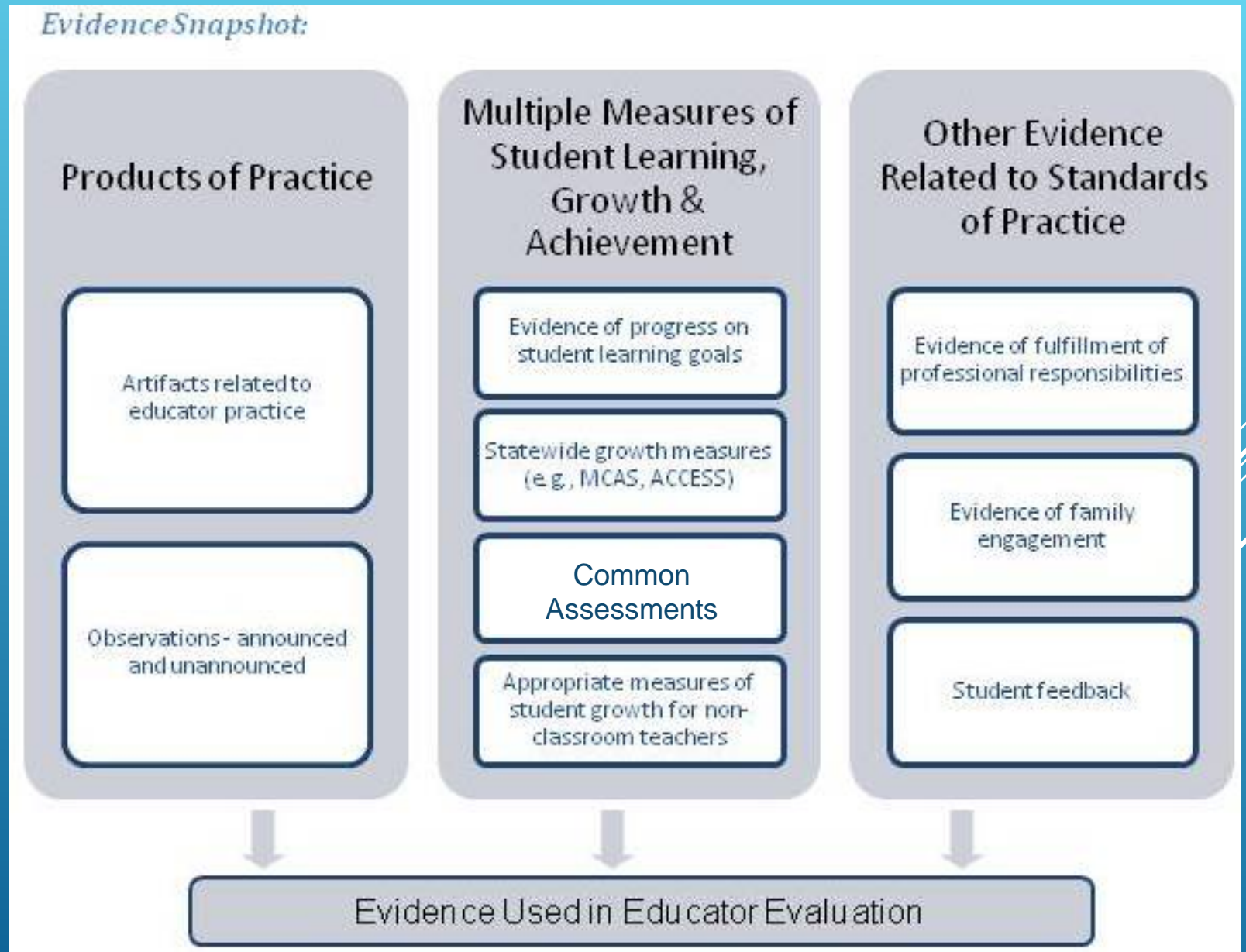
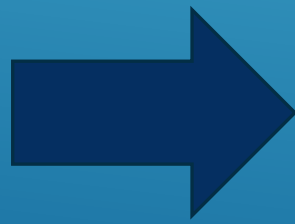
- ▶ Goals can be team oriented even if educators are on different plans, different grades, different schools; One can be team and one individual; Action plans can be different on a Team Goal

- ▶ Timeline for Goal Setting meetings (and submit draft by Nov 1st) and finalization (**before** Nov. 15th)

- ▶ Q & A

OBSERVATIONS

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



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