

SALEM PUBLIC SCHOOLS EDUCATOR EVALUATION INFORMATION

Teachers and Specialized Instruction Personnel

The new educator evaluation system will be implemented in September 2012 with additional phase-in components in subsequent years. The system is defined by the Commonwealth of Massachusetts Regulation 35 (CMR 35) and is further supported by the Massachusetts Department of Elementary and Secondary Education (DESE). The regulations include non-negotiable aspects, yet each district has been charged with the duty of defining aspects of the DESE proposal that may be bargained.

The materials included in this folder are meant to inform Salem educators of the processes and procedures included in CMR 35 and in the Massachusetts DESE educator evaluation model. As previously noted, some aspects of the evaluation system must be bargained by the Salem Teachers Union and the Salem School Committee; at this writing, that process is ongoing.

All educators are encouraged to read through the **Planning and Implementation Guide** that outlines the *Five-Step Cycle*, the *Educator Annual Cycle*, and copies and explanations of each of the ten forms used by educators and supervisors in this new process.

A second document, **Teacher Rubric**, includes the four new standards by which teacher proficiency will be measured. Each standard is defined by “Indicators” and each indicator is further defined by “Elements”. It is important for all educators to become familiar with these standards and understand the ratings applied to each.

A third document, **Instructional Support Personnel Rubric**, includes the four new standards by which proficiency will be measured for school counselors, school psychologists, school nurses, and others defined in the recognition clause of the collective bargaining agreement. Each standard is defined by “Indicators” and each indicator is further defined by “Elements”. It is important for all educators to become familiar with these standards and understand the ratings applied to each.

The new system engages both educator and supervisor in the process of assessing effective growth. The five-step cycle begins with your own self-assessment and goal setting processes. The cycle is ongoing, meaning that all educators are constantly assessing their practice in collaboration with supervisors over one or two-year cycles. It is hoped that these documents help you to advance your understanding of the new evaluation system and provide some foundational knowledge as we begin the process of implementation together.