

Board of Elementary and Secondary Education Meeting: May 25, 2010
Policy Direction on Evaluation of Teachers and Administrators

On a motion duly made and seconded, it was:

VOTED: that the Board of Elementary and Secondary Education, in accordance with Chapter 69, Section 1B and Chapter 71, Sections 38 of the Massachusetts General Laws, hereby direct the Commissioner to establish a Task Force on Evaluation of Teachers and Administrators. The task force shall review the Board's Regulations on Evaluation of Teachers and Administrators, 603 CMR 35.00, and the Principles of Effective Teaching and Principles of Effective Administrative Leadership incorporated therein, and shall recommend, no later than January 31, 2011, a revised set of regulations and principles ("evaluation framework") consistent with the Board's mission statement: "To strengthen the Commonwealth's public education system so that every student is prepared to succeed in postsecondary education, compete in the global economy, and understand the rights and responsibilities of American citizens."

Further, that the Task Force on Evaluation of Teachers and Administrators shall recommend a state evaluation framework that:

- 1. provides teachers and principals with honest, fair, and improvement-oriented feedback annually,**
- 2. differentiates by career stage and ensures flexibility for districts to consider additional measures of effectiveness beyond those required in the framework,**
- 3. establishes a two-year cycle of improvement via a formative assessment and summative evaluation based on a Continuous Improvement Plan for every educator.**
 - a. *For teachers*, the Continuous Improvement Plan will define goals for improving teaching performance and student performance, the professional development (content-based or other) to achieve these goals, other professional support such as coaching, and interim benchmarks that may include observations of teacher work, student work, and teacher work products.**

including indicators of school culture, climate, and conditions.

- 6. Links comprehensive evaluation to key personnel decisions, as permitted by law and/or as provided by contract, including:**
 - a. Professional teaching status (tenure),**
 - b. Career advancement through a teacher leadership career ladder,**
 - c. Compensation for additional roles and responsibilities and for hard to staff schools, and**
 - d. Dismissal and demotion (A teacher or principal identified as ineffective who does not make acceptable progress toward achieving the goals of his/her continuous improvement plan after at least one year of intensive support can be dismissed or demoted.)**

Further, that the Task Force on Evaluation of Teachers and Administrators will include:

- 1. representatives from all MassPartners organizations (the state associations of superintendents, school committees, teachers, elementary and secondary school principals, and parents),**
- 2. representatives from statewide counseling and special subject organizations, e.g., guidance, reading, arts, vocational/technical schools,**
- 3. parents who reflect experience with children with disabilities, English language learners, and as PTO members, and**
- 4. at least one student representative chosen by the State Student Advisory Council.**

Further, that the Commissioner shall present proposed amendments to the Regulations on Evaluation of Teachers and Administrators, 603 CMR 35.00, and the Principles of Effective Teaching and Principles of Effective Administrative Leadership to the Board for review in February 2011, in accordance with the Administrative Procedure Act.