



## New Guidance Document and Effective Evaluation Implementation Rubric

In 2014, the Missouri Department of Secondary Education developed the Effective Evaluation Implementation Rubric and Supporting Guidance Document. These resources are provided to help districts align their educator evaluation processes to the essential principles required of each district and charter school.

The Guidance Document outlines ways to review practice data and policy data to ensure alignment with the essential principles and provides an overview of the rating system. It also explains action steps to increase alignment.

The Effective Evaluation Implementation Rubric goes into detail on each essential principle, outlining indicators of alignment, criteria and rating levels.

Visit [dese.mo.gov/educator-growth-toolbox/essential-principles](http://dese.mo.gov/educator-growth-toolbox/essential-principles) for access to these rubrics and other resources.



Preparing and supporting effective educators is one of the primary goals of the Missouri Department of Elementary and Secondary Education's Top 10 by 20 initiative, which calls for Missouri to rank among the top 10 performing states nationwide in education by 2020.

### Contact Us

For questions or more information, please contact the Office of Educator Quality at (573) 571-2931 or [educatorquality@dese.mo.gov](mailto:educatorquality@dese.mo.gov).

The Department of Elementary and Secondary Education does not discriminate on the basis of race, color, religion, gender, national origin, age, or disability in its programs and activities. Inquiries related to Department programs and to the location of services, activities, and facilities that are accessible by persons with disabilities may be directed to the Jefferson State Office Building, Office of the General Counsel, Coordinator – Civil Rights Compliance (Title VI/Title IX/504/ADA/ Age Act), 6th Floor, 205 Jefferson Street, P.O. Box 480, Jefferson City, MO 65102-0480; telephone number 573-526-4757 or TTY 800-735-2966; email [civilrights@dese.mo.gov](mailto:civilrights@dese.mo.gov).

© 2015 Missouri Department of Elementary and Secondary Education



# MISSOURI EDUCATOR EVALUATION SYSTEM

[dese.mo.gov/educator-quality/  
educator-growth-toolbox](http://dese.mo.gov/educator-quality/educator-growth-toolbox)



## Using Student Growth Measures in Educator Evaluation

Regional trainings are offered to help districts comply with the fourth principle on use of student growth measures. Visit [dese.mo.gov/educator-growth-toolbox](http://dese.mo.gov/educator-growth-toolbox) for locations. The training:

- Prepares districts to use student growth measures in their evaluation systems in accordance with the seven Essential Principles of Effective Evaluation.
- Provides a framework to examine student growth data from all subject areas and grade levels.
- Promotes good teaching practice by giving teachers a structure to set goals, measure progress along the way, and reflect on growth.
- Encourages collaboration from teacher to teacher, teacher to administrator, and administrator to administrator.

### What to Expect

- In-depth orientation to the Student Learning Objectives (SLO) process
- Extensive practice using SLO materials and resources developed by the Department and various statewide partners
- Step-by-step assistance implementing SLOs into the evaluation process
- Hands-on practice for administrators and teachers with writing and approving SLOs and analyzing summative scores

### Developmental Timeline



## Essential Principles of Effective Evaluation

An effective evaluation system includes the following research-based essential principles:

### Principle 1: Research-Based Practices

Measures educator performance against research-based, proven practices associated with the improvement of student performance.

### Principle 2: Differentiated Levels of Performance

Uses multiple ratings to differentiate levels of performance.

### Principle 3: Probationary Period for New Educators

Highlights a probationary period of adequate duration to ensure sufficient induction and socialization support for new teachers and leaders.

### Principle 4: Use of Measures of Student Growth in Learning

Uses measures of growth in student learning as a significant part of the evaluation of professional practice at all levels and ensures that a proficient or distinguished rating cannot be received in educator performance if student growth is low.

### Principle 5: Ongoing, Deliberate, Meaningful and Timely Feedback

Provides ongoing, timely, deliberate and meaningful feedback on performance relative to research-based targets.

### Principle 6: Standardized and Periodic Training for Evaluators

Requires standardized, periodic training for evaluators to ensure reliability and accuracy.

### Principle 7: Evaluation Results to Inform Personnel Employment Determinations, Decisions and Policy

Utilizes the results and data to inform decisions regarding personnel, employment determinations and policy regarding employment.



The Educator Growth Toolbox is a one-stop destination where Missouri educators can find all of the tools they need to enhance educator effectiveness.

The Educator Growth Toolbox includes:

- Essential Principles
- Model Evaluation System
- Observations & Feedback
- Student Growth Data
- Surveys
- Professional Artifacts
- Professional Learning

