



Evaluation System Development

The Educator Evaluation System growth guides were developed in the fall of 2011 and underwent preliminary field testing through partnerships with 174 school districts across the state.

In June 2012, the first version of the Educator Evaluation System was presented to the State Board of Education and a formal pilot project was approved. Initial rollout of the pilot project occurred at the Department's annual School Administrators Conference held in July 2012.

Districts participated in regional training sessions in the fall of 2012 to learn about the state's new model system and the Essential Principles of Effective Evaluation. Approximately 85 percent of the state's public school districts, as well as charter schools and representatives from educator preparation programs, attended these meetings.

The Educator Evaluation System was refined and revised based on the feedback received from the 2012-2013 pilot project. The pilot represented over 20,000 teachers and 230,000 students statewide. A second version of the system was presented and officially adopted by the State Board of Education in May 2013.



MISSOURI'S EDUCATOR EVALUATION SYSTEM

Contact Us

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

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DEPARTMENT OF ELEMENTARY & SECONDARY
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A substantial body of research establishes the teacher as the most significant factor in a student's learning, followed next by effective leadership. Improving students' learning requires the improvement of the effective practice of those teaching in classrooms and providing leadership in schools.

As such, Missouri's State Board of Education approved a one-year pilot project of Missouri's new Educator Evaluation System for the 2012-2013 school year. The system focuses on the improvement of effective educational practices and the professional development of teachers, principals and school superintendents.

The initial work on the system's standards and indicators began more than three years ago and was completed by numerous stakeholders including educators, partner organizations, school districts and educator preparation programs. During the 2011-2012 school year, 174 school districts tested these components and provided feedback to finalize the first version of the educator evaluation system.



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.

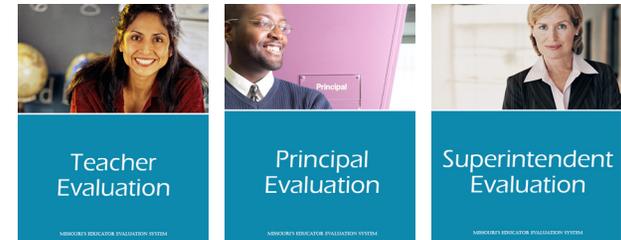


Evaluation System Webpage

Educator evaluation resources can be found on the Missouri Department of Elementary and Secondary Education's website at dese.mo.gov/eq/ees.

The Educator Evaluation System includes:

- Executive Summary
- Theory of Action
- Statutory Authority
- Essential Principles of Effective Evaluation
- Professional Frames and Data Sources



- Companion Documents
- Research and Proven Practices
- Ethics Statements