

## Administrative Memo

Date: March 5, 2014

To: Missouri Administrators

From: Paul Katnik

Subject: EQ-14-001– Missouri Observation Simulation Tool (MOST)

The Department is pleased to provide the Missouri Observation Simulation Tool (MOST) to Missouri administrators. [MOST](#) is an online platform hosting over 200 videos of teacher practice on which administrators can simulate observing and rating teachers on specific performance indicators. Ultimately, MOST will provide districts and LEAs support with implementation of the [Essential Principles](#) **free of charge** by allowing administrators to do the following:

- Practice observing teacher performance on a specific quality indicator using a bank of short, targeted videos
- Practice assigning a performance rating for each video and giving feedback to the featured teacher
- View a comparison of the assigned performance rating to a Master Score and other scores statewide

As all districts must align their evaluation systems to six of Missouri’s seven [Essential Principles](#) by 2014-15, MOST will help specifically with the following four of those seven principles:

### **Principle #1: Research-based expectations and targets**

- The rubric used in MOST is the Missouri [Growth Guide](#), which uses research-based expectations and targets

### **Principle #2: Differentiated performance levels in evaluation**

- Each video is paired with a rubric designed for the specific quality indicator, complete with a 0-7 performance scale and organized into four distinct developmental performance levels
- This rubric (the [Growth Guide](#) from the [Missouri Model Evaluation System](#)) allows administrators to observe teacher performance on a specific indicator and practice rating them into distinct developmental performance levels

### **Principle #5: [Regular, meaningful feedback](#) for educators**

- As all feedback should be targeted and specific, the feedback in MOST targets the quality indicator of the video and includes specific guidance on how to frame a follow-up conversation and the types of follow-up questions that should be asked

### **Principle #6: [Ongoing, standardized training for evaluators](#)**

- MOST hosts a large supply of full-length videos with the potential to create an unlimited bank of edited video clips, allowing ongoing practice at observing teacher performance tied to specific quality indicators
- Infinite variations of “Training Plans” can be created, allowing districts to cluster together sets of videos for administrators to train on multiple quality indicators

- Master Scores allow administrators state-wide to compare their ratings for each video to a standardized benchmark rating set by the consensus rating of Master Scorers
- District-wide “Training Plans” can be created to allow administrators within a single district to observe sets of videos standardized for the whole district
- The Master Score for each video comes with a rationale to ensure that all users understand the evidence supporting each score

Developed in collaboration with My Learning Plan, MOST will be free to every administrator statewide as well as to select faculty from educator preparation programs and select personnel from education organizations in state. A recorded [introductory webinar](#) is now available with other webinars to be scheduled in the future.