

## Educator Evaluation

# The Massachusetts Educator Evaluation Framework

The Massachusetts Educator Evaluation Framework, adopted by the Board of Elementary and Secondary Education in 2011, is designed to promote student learning, growth, and achievement by providing educators with feedback for improvement, enhanced opportunities for professional growth, and clear structures for accountability.

There are six key features of the Educator Evaluation Framework:

- [Standards of Effective Practice](#)
- [Rubrics](#)
- [Three Categories of Evidence](#)
- [Performance Ratings](#)
- [Educator Plans](#)
- [Five-Step Evaluation Cycle](#)

## Three Categories of Evidence

Evaluators rely upon three types of evidence to assess educator performance on the Standards and Indicators ([603 CMR 35.07\(1\)](#)):

- **Multiple measures of student learning, growth, and achievement**, including classroom assessments, common assessments comparable across grade or subject district-wide, and state-wide growth measures where available, including the MCAS Student Growth Percentile (SGP) and ACCESS for English Learners.
- **Judgments based on observations and artifacts of professional practice**, including unannounced observations of practice of any duration; and
- **Additional evidence relevant to one or more Performance Standards**, including student feedback as a source of evidence when evaluating teachers, and staff feedback as a source of evidence when evaluating administrators.

Learn more about [Evidence Collection](#).