

# State Model Evaluation System

## State Model Educator Evaluation System



The State Model Educator Evaluation System will be:

- **complete and fully developed**, minimizing design considerations at the district level;
- **coherent**, ensuring connection and alignment across all of the component parts of the system;
- **comprehensive**, serving all educators;
- **supported** by CDE in ongoing way; and
- **available for any district** that chooses to use it.

# Examples of Anticipated Products of the State Model Evaluation System

**Evaluation process**



Handbook that describes how the evaluation process works and outlines the purpose and nature of the activities that occur throughout the year (e.g., beginning, mid, and end-of-year conferences, observation frequency, collection of a body of evidence, etc.)

It is anticipated that the handbook would include the rubrics, tools, and templates highlighted on the next slide.

# Examples of Anticipated Products of the State Model Evaluation System

**Rubrics, tools,  
templates**



For teachers and principals (and eventually remaining licensed personnel), as appropriate:

- Self-assessment tools
- Goal-setting templates and student growth objective templates
- Performance rubrics
- Observation templates
- Beginning, mid, and end-of-year conference templates
- Summative rating tool
- Tools to assist evaluators in leading effective conferences, conducting quality observations, and providing high quality feedback
- Tools to assist those being evaluated in preparing for their conferences and tips for how to ensure a meaningful evaluation

# Examples of Anticipated Products of the State Model Evaluation System

**Measures of Student Growth**



Bank of student growth measures relevant to each category of licensed personnel

**Data Management and Support**



Data management tools and/or model systems to assist districts in managing data generated through the evaluation process

Decision rules for calculating and attributing student growth to educators

Student, family, and educator surveys and analysis of survey results

# Examples of Anticipated Products of the State Model Evaluation System

## Implementation Support



- Training on the model system
- Targeted technical assistance
- Implementation guidelines with regard to sequencing, adapting the model, involvement of stakeholders, improving inter-rater reliability, etc.
- Model appeals process
- Resource bank
- Exemplars

## Professional Development



- Professional development tools aligned to state standards and rubrics
- Tips and guidance for assisting districts in connecting educator evaluations to meaningful professional development
- Professional development growth plan template
- Remediation plan template