



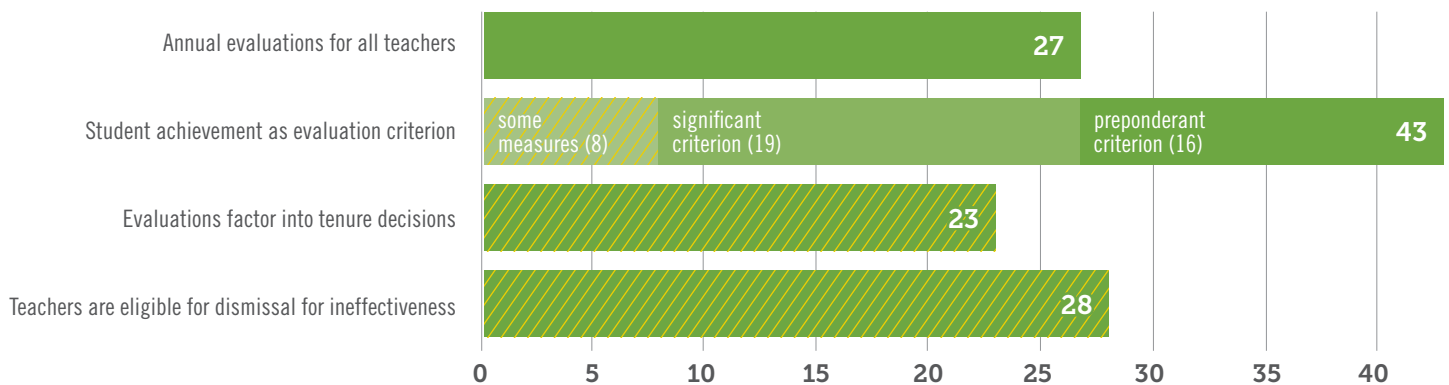
TEACHER EVALUATION POLICY IN MASSACHUSETTS:

Where is Massachusetts in implementing
teacher effectiveness policies?

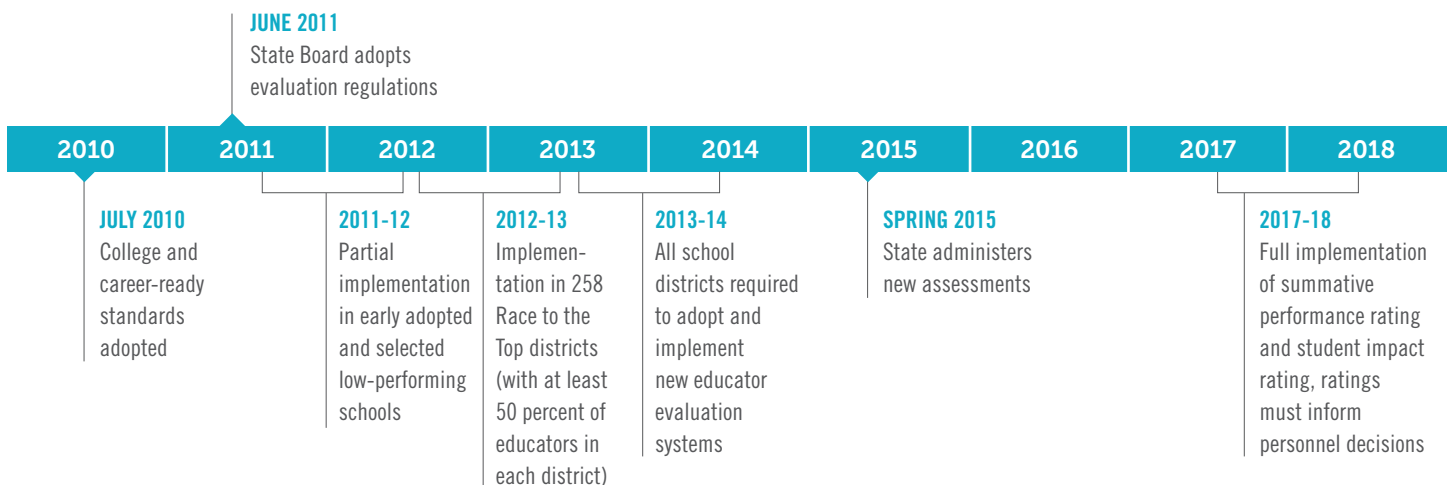
THE NATIONAL PICTURE

STATE TEACHER EVALUATION POLICIES (2015)

MASSACHUSETTS



MASSACHUSETTS' IMPLEMENTATION TIMELINE



MASSACHUSETTS' EVALUATION SYSTEM REQUIREMENTS

EVALUATION SYSTEM

REQUIREMENTS

Evaluation System Structure	State criteria or framework for district-designed evaluation system.
Use of achievement data/student growth in teacher evaluations	Massachusetts requires its teacher evaluations to include “multiple measures of student learning, growth and achievement” as one category of evidence in teacher evaluations.
Observations	Classroom observations are required.
Tenure Policy	Teachers must achieve ratings of proficient or exemplary on each performance standard and on the overall evaluation to be eligible for nonprobationary status.
Dismissal Policy	A teacher can be dismissed for failing to meet the performance standards of the evaluation system. The timeline for dismissing teachers for poor evaluation ratings is unclear.

DOES MASSACHUSETTS CONNECT TEACHER EVALUATIONS TO RELATED POLICY ISSUES?



Evaluations of teacher effectiveness grounded in student outcomes provide states with opportunities to improve teacher policy and teacher practice. Teachers should not be able to receive satisfactory evaluation ratings if they are not effective in the classroom. Without high-quality teacher evaluations as a strong foundation, states like Massachusetts are unable to “connect the dots” and use results in meaningful ways to inform policy and practice.

For more information about Massachusetts and other states' teacher effectiveness policies, NCTQ's *2015 Massachusetts State Teacher Policy Yearbook* is immediately available for free download at: www.nctq.org/statepolicy