

TEACHER EVALUATION POLICY IN MISSISSIPPI:

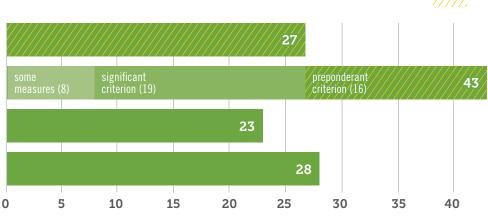
Where is Mississippi in implementing teacher effectiveness policies?

MISSISSIPPI

THE NATIONAL PICTURE

STATE TEACHER EVALUATION POLICIES (2015)

Annual evaluations for all teachers



Student achievement as evaluation criterion

Evaluations factor into tenure decisions

Teachers are eligible for dismissal for ineffectiveness

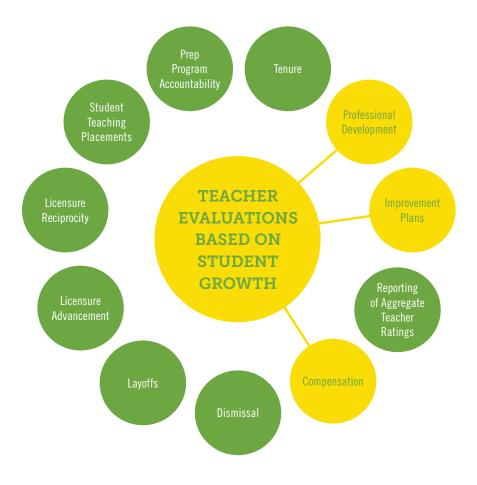
MISSISSIPPI'S IMPLEMENTATION TIMELINE

JUNE 2010 College and career-ready standards adopted		JUNE 2012 State Board unanimously approved the Mississippi Principal and Teacher Evaluation Guidelines			SPRING 2015 State administers new assessments			
2010	2011	2012	2013	2014	2015	2016	2017	2018
Statewide TeacherM-ST/Evaluation Councilpilotcreated, was chargedevalu		2011-12 M-STAR pilot teacher evaluation implementation	2012-13 Pilot educator evaluation	2013-14 Field Test M-STAR (no performance levels calculated)	2014-15 Full implementat of M-STAR, includ individual and sc growth measures	ling hoolwide		2017-18 Personnel decisions tied to evaluation ratings

MISSISSIPPI'S EVALUATION SYSTEM REQUIREMENTS

EVALUATION SYSTEM	REQUIREMENTS
Evaluation System Structure	Single statewide system: <i>Mississippi Statewide Teacher Appraisal Rubric (M-STAR)</i> and <i>Educator Evaluation Growth Model.</i>
Use of achievement data/student growth in teacher evaluations	Fifty percent of teacher evaluation scores must be comprised of objective student growth data from M-STAR. For teachers in state-tested areas, thirty percent must be individual growth and twenty percent must be schoolwide growth.
Observations	All teachers must receive at least one formal classroom observation. A minimum of two walkthrough classroom visits are also required.
Tenure Policy	Teachers are awarded non-probationary status automatically after a one-year probationary period.
Dismissal Policy	Mississippi does not explicitly make teacher ineffectiveness grounds for dismissal.

DOES MISSISSIPPI CONNECT TEACHER EVALUATIONS TO RELATED POLICY ISSUES?



Just developing evaluations of teacher effectiveness will not improve teacher policy and teacher practice. As Mississippi implements teacher evaluations that include growth and student achievement as significant factors, it should also be planning how to "connect the dots" — using evaluation data to guide teacher policy statewide in ways that will further the quality of teaching and learning for all.

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