

Step 1 **Review Growth Rubric for** Special Education Teacher

Mississippi

Special Education

Professional

Growth Cycle

Step 10 Record Summative Score





Step 2 **Develop SMART Goals Based Upon Previous** Year's Feedback



Step 3 **Collect Evidence** Aligned to the Growth Rubric



Step 4 Align Collected Evidence to the **Growth Rubric**







Step 6 Standards based on Additional Evidence **Collected During Visit**



Step 5 Plan/Schedule Observations **Based on Evidence** Collected & SMART goals



Office of Educator Effectiveness https://www.mdek12.org/OEE/Special-Education

Step 9 **Deliver Feedback** Conversation



Step 8 Plan Powerful Feedback Conversation





Sort Evidence & Score

This process should be used at least three (3) times during a school year. At the conclusion of both opportunities for growth, the school should provide a summative score of the special education teacher's effectiveness.