

Step 10 Record **Summative Score**





Develop SMART Goals

Based Upon Previous Year's Feedback



Step 9 Deliver Feedback Conversation



Mississippi



Growth Cycle



Step 3



Step 8

Plan Powerful Feedback Conversation



Professional

Evidence to the **Growth Rubric**

Step 4

Align Collected



Step 7

Determine one to Three High Leverage Feedback Pieces





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

goals

Step 6 Sort Evidence & Score Standards based on Additional Evidence Collected During Visit



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 student services coordinator's effectiveness.

Office of Educator Effectiveness https://www.mdek12.org/OEE/Student-Services