

**OFFICE OF CHIEF OF RESEARCH AND DEVELOPMENT**  
**Summary of State Board of Education Agenda Items**  
**June 16, 2016**

**OFFICE OF EDUCATOR ACCOUNTABILITY**

11. Action: Begin the Administrative Procedures Act process to establish Part 3, Chapter 14, Rule 14.19: Educator and Principal Evaluation System [Goal 4 – MBE Strategic Plan]

Background information: In September 2011, the U.S. Department of Education invited State Education Agencies (SEAs) to request flexibility regarding specific requirements of the Elementary and Secondary Education Act of 1965 (ESEA), as amended by the *No Child Left Behind Act of 2001* (NCLB), in exchange for comprehensive SEA-developed plans designed to improve educational outcomes for all students and achievement gaps, increase equity, and improve the quality of instruction. To receive this flexibility, SEAs had to agree to develop, adopt, and implement teacher and principal evaluation and support systems.

In preparing its flexibility waiver request, the MDE gathered the input of various stakeholder groups (including teachers and their representatives, administrators, community members, teacher preparation programs, the State's superintendents' organization, and the governor's office) to provide guidance in the development of the teacher and principal evaluation and support systems. The Mississippi Teacher and Principal Evaluation Systems included multiple methods of evaluation that were designed to provide a comprehensive understanding of areas of strength and challenge.

The *Every Student Succeeds Act* (ESSA) has given states autonomy in deciding how teacher and principal evaluations should be implemented. In response to the ESSA, the MDE assembled a group of diverse stakeholders, the Educator and Leader Effectiveness Steering Committee, to systematically review and recommend improvements to the educator evaluation systems. This review included careful examination of researched-based educator evaluation measures. The measures in this policy statement were informed by the recommendations of the Steering Committee.

Recommendation: Approval

Back-up material attached

### **Part 3 Chapter 14: Certification**

#### *Rule 14.19 Educator and Principal Evaluation Systems*

All public schools and districts are required to use an evaluation system comprising of at least the measures listed below:

##### **Certified Staff**

- Observations
- Student Surveys
- Student Outcomes
  - Tested and Non-tested Educators
- School Outcomes

##### **Administrator**

- Observations
- Staff/Educator Surveys
- School Outcomes

The educator evaluation system will provide summative feedback annually to educators and administrators. The system is focused on improving both professional practice and student outcomes by providing educators and administrators with feedback to inform continuous improvement at the classroom, school, district, and state levels.

*Source Code: Miss Code Ann. §37-1-3, 37-3-2*