The process should happen at least three times during a school year. At the conclusion of both opportunities for growth the district should provide a summative score of the teacher’s effectiveness.

Mississippi Teacher Professional Growth Cycle

1. Review Teacher Growth Rubric with Teacher
2. Develop Teacher Growth Goals with School Leader Based Upon the Previous Year’s Feedback
3. Collect Evidence Aligned to the Teacher Growth Rubric (e.g., Lesson Plans, Classroom Vision, Call Logs, PLC Minutes, and Student Data)
4. Align Collected Evidence to the Teacher Growth Rubric
5. Plan/Schedule Classroom Observations Based on Evidence Collected & Teacher Growth Goals
6. Sort Evidence & Score Standards Based on Additional Evidence Collected During the Classroom Visit
7. Determine One to Three Pieces of High-Leverage Feedback
8. Plan Powerful Feedback Conversation
9. Deliver Feedback Conversation
10. Record Teacher Growth Score