

# A Quick Start Guide to Selecting a *Teacher Evaluation Framework*

Adopting a new evaluation system can be a daunting task, but it doesn't have to be. Here are ten key considerations to guide you in selecting an effective evaluation framework that aligns with your instructional vision for rigorous learning for all students:

## 1. Planning Aligned to Grade Level or Course Standards

Ensure the framework supports teachers in designing standards-aligned lessons, including resources, formative assessments, and strategies to address achievement gaps.

## 2. Clear Instructional Competencies

Choose a system that emphasizes instructional techniques directly tied to content standards. Look for components like clear learning targets that engage students in acquiring, integrating, and applying knowledge and skills meaningfully.

## 3. Learning Environment Fosters Rigor and Student Agency

The framework should promote formative assessments and feedback strategies that foster an inclusive, student-centered environment conducive to rigorous learning.

## 4. Professional Roles and Responsibilities

Choose a system that includes criteria for adherence to established policies, maintaining pedagogical expertise, continuous professional learning, and promotes leadership and collaboration among teachers.

## 5. Data-Driven Instruction to Close Achievement Gaps

A robust framework integrates the use of data in planning and monitoring instruction to address diverse learners' needs and close achievement gaps effectively.

## 6. Student Engagement Strategies

Assess whether the framework emphasizes strategies like interactive activities, response systems, partner and group work, as well as culturally relevant connections to motivate and re-engage students.

## 7. Constructive Feedback and Celebrating Progress

Look for a system that values ongoing feedback and celebrates student progress to keep students motivated and aware of their growth. It should actively involve students in tracking their progress toward learning targets.

## 8. Classroom Management and Positive Environments

Effective systems provide tools for creating and maintaining an organized, respectful classroom. They should also encourage student participation in fostering a positive learning environment.

## 9. Professional Growth Opportunities

Choose a framework that supports teachers in refining instructional practices and encourages collaboration through professional learning communities.

## 10. Defining Effective Practice

The evaluation framework should clearly outline what effective teaching and learning look like for both teachers and students. Scoring should be based on multiple evidence sources and emphasize continuous teacher growth.

Most important is that the framework clearly defines what effective practice looks like, and sounds like for both teachers and students. Scoring should be based on multiple forms of evidence and support teachers' continual growth. Finally, the framework should be clear and understandable so that both teachers and observers have a common language and understanding of effective instructional practices.