

# Educator Evaluations

## Changes Coming in School Year 2012-2013

December 2011

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| <p><b>Why are changes being made in Maryland evaluation system?</b></p>                | <p>The Maryland General Assembly passed the Education Reform Act of 2010 calling for changes in the system used to evaluate educators beginning in the 2012-2013 school year. The legislation was in response to increasing public interest in ensuring that every student who graduates from high school is college and career ready. One important component is educator effectiveness, including student growth as a significant component of the system.</p>  |
| <p><b>How will we measure educator effectiveness?</b></p>                              | <p>The Education Reform Act of 2010 directs the State Board of Education to propose regulations that define the general evaluation standards. In April 2010 the State Board of Education proposed regulations that define the following:</p> <ul style="list-style-type: none"> <li>• <u>For teachers</u>, the general standards include 30% of the evaluation based on student growth determined by the State and 20% on student growth determined by the local school system in collaboration with their bargaining unit. The remaining 50% includes planning and preparation, classroom environment, instruction and professional responsibilities with other measures the school system may wish to add.</li> <li>• <u>For principals</u>, the general standards include 30% of the evaluation based on student growth determined by the State and 20% on student growth determined by the local school system in collaboration with their bargaining unit. The remaining 50% is determined by 25% based on the Maryland Instructional Leadership Framework and 25% determined by the local school system.</li> </ul> |
| <p><b>How will student growth be measured?</b></p>                                     | <p>The Governor has established the Maryland Council for Educator Effectiveness to make recommendations on how student growth will be measured, how much growth is required to define effective and highly effective educators, possible instruments to be used to assess student growth, and other issues.</p>   |
| <p><b>Who will participate in the Maryland Council for Educator Effectiveness?</b></p> | <p>The Council includes teachers, principals, education experts, and elected officials. After the Council completes its work, the State Board of Education will review their recommendations and consider regulatory changes as needed. The regulatory process will allow for a 30-day comment period before the State Board takes final action.</p>  |
| <p><b>When will the new evaluation system take effect?</b></p>                         | <p>The new system will be <i>piloted</i> in seven local school systems in the 2011-2012 school year and in all 24 local school systems in the 2012-2013 school year. The new evaluation system will go into effect in the 2013-2014 school year.</p>  |