



Educator Effectiveness

Mapleton's Performance Evaluation is a key tool in advancing student learning. Research shows a quality teacher is the most critical element in student success.

In 2012, Mapleton embarked on a study of educator effectiveness. The School District adopted the Charlotte Danielson Framework for Teaching, a research-based approach to instruction where evaluations are founded on professional conversations with educators seeking to hone their skills and perfect their craft.

"A commitment to professional learning is important, not because teaching is of poor quality and must be fixed, but rather because teaching is so hard that we can always improve it. No matter how good a lesson is, we can always make it better..."

You're not done learning when you start teaching. Teaching is enormously complex work that people work to master over their entire careers. No one should act like it's easy, because it's not."

- Charlotte Danielson, Ed

Mapleton Public Schools is implementing tools to inform goal setting, guide best practice and increase student achievement and success.



A new evaluation system is **necessary**.

Senate Bill 10-191 (Signed into law May 2010)

- Requires statewide minimum standards for what it means to be an "effective" teacher or principal.
- Changes the method for acquiring non-probationary to being based upon minimum years and demonstrated effectiveness.
- Requires annual evaluation of all teachers and principals.
- Requires that all teachers and principals be evaluated at least 50 percent on the academic growth of their students.

In Mapleton, a teachers' effectiveness rating will be computed using:

50% Professional Practices Ratings (Danielson Framework)

50% Measures of Student Learning (MSL - Assessment Results)

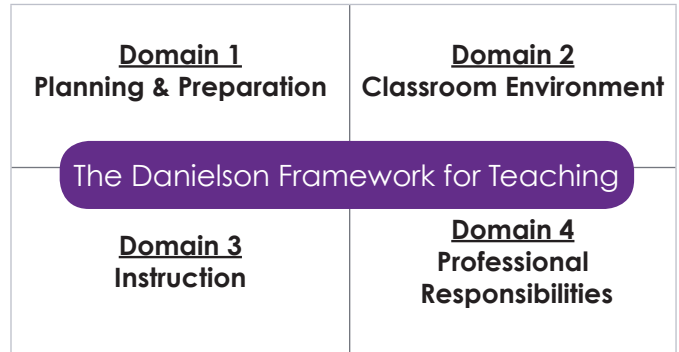
Q: What is Mapleton's approach?

A: Mapleton's Performance Evaluation system will be a key tool in advancing student learning. Mapleton believes in supporting the development and continued mastery of teaching. A team of leaders and teachers chose to base our model on the Charlotte Danielson Framework for Teaching. Our model is designed to:

- Support growth using a developmental continuum
- Hold high expectations and provide requisite support
- Utilize multiple measures of success
- Balance consistency, accountability, and differentiation
- Honor and support the art of science of teaching and leadership
- Inspire a spirit of collaboration toward student achievement

Q: Why the Danielson Framework for Teaching?

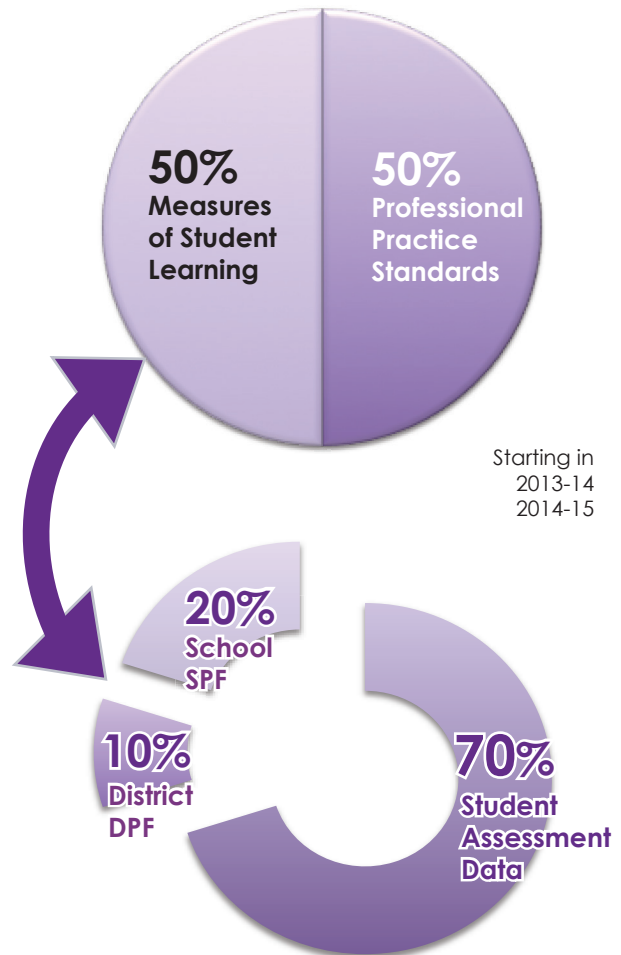
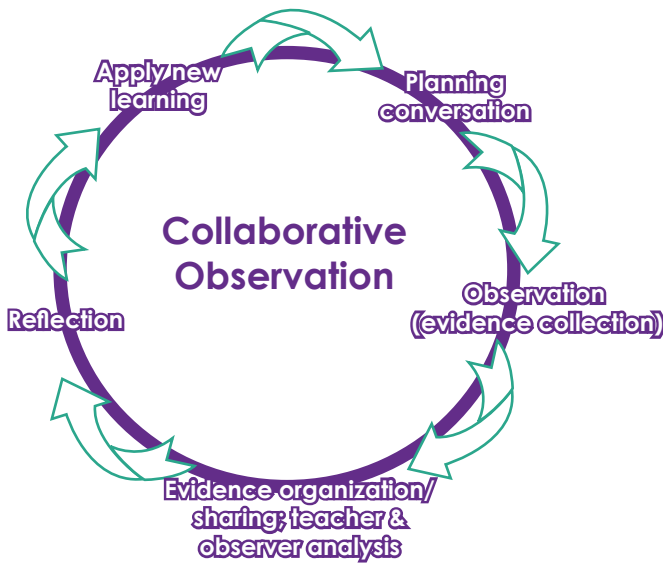
A: The Danielson Framework for Teaching is a research-based set of components of instruction grounded in a developmental view of teaching and learning. The Danielson Framework is divided into four domains of teaching responsibility, providing a road map for improvement of teaching and building a foundation for professional conversations.



Q: What will my evaluation look like?

A: In Mapleton, a teachers' effectiveness rating will be computed using:

- 50% Professional Practices Ratings (Danielson Framework)
- 50% Measures of Student Learning (MSL - Assessment Results)



Educator Effectiveness is an evolving state and national movement with many tenets. Mapleton's implementation will adjust in response to advancements in research and continued collaboration.