### Teacher Workshop Series: The Massachusetts Educator Evaluation System

This series is designed to prepare teachers to engage in the Massachusetts educator evaluation system by:

* Introducing educators to the key components of the evaluation framework
* Providing educators with opportunities to collaboratively participate in key activities from the 5-Step Evaluation Cycle, including understanding the rubric, completing a self-assessment, setting S.M.A.R.T.I.E. goals, and strategically identifying evidence.

There are four sessions in this workshop series. Each session includes an agenda for a 45-minute team meeting (such as a common planning period) and an accompanying slide deck.

### Session 1 – Rubric Review

***Objective:*** *Educators will review the model rubric to learn about its purpose, structure, and how it can be used to support professional growth throughout the evaluation process.*

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| Time | Activity | Materials |
| 5 min. | **Introduction:** Review the session objectives and agenda. | Session 1 PPT, Slides 1-5 |
| 5 min. | Review **background and context** information on the model rubrics for educator evaluation, including:   * The purpose and structure of the model rubric * Performance levels * 2024 updates aligned to the DESE Educational Vision | Session 1 PPT, Slides 6-12  [Model Classroom Teacher Rubric](https://www.doe.mass.edu/edeval/rubrics/) |
| 15 min. | **Rubric Review:**  Option 1: Choose 1-2 Standards. Review the crosswalk between the 2018 rubric and the 2024 rubric and discuss as a group:   * *What shifts do you see between the 2018 and 2024 rubrics?* * *How is the Educational Vision reflected?* * *How does this align with your district/school’s goals and priorities?*   Option 2: Choose a Standard. Read the Indicators, elements, and performance-level descriptors and discuss as a group:   * *How is the Educational Vision reflected in this Standard?* * *How does this align with your district/school’s goals and priorities?* | Session 1 PPT, Slides 13-14  [Rubric Crosswalk](https://www.doe.mass.edu/edeval/rubrics/) |
| 5 min. | **Resource Spotlight:** Participants will independently review the Focus Indicators for Teachers. | Session 1 PPT, Slides 15-16  [Focus Indicators for Teachers](https://www.doe.mass.edu/edeval/implementation/default.html) |
| 10 min. | **Discussion:** *Which parts of the rubric and/or Focus Indicators resonate with you? How might they support your professional growth this year?* | Session 1 PPT, Slide 17-18 |
| 5 min. | **Closing:** Confirm next steps and preview upcoming sessions. | Session 1 PPT, Slide 19-21 |