

The basics on teacher evaluation

In 2011, the Minnesota Legislature passed a law requiring all teachers to be evaluated annually under a local school district plan that began in 2014-15.

The law requires part of a teacher's evaluation to be based on student growth data from assessments that are valid, reliable and aligned to teaching standards. It also requires longitudinal data on student engagement and connection, and other student outcome measures that are aligned with the elements of the curriculum for which teachers are responsible. The overall emphasis is teacher development and growth, and providing support for teachers needing improvement.

Your local union worked with the district to agree on an evaluation plan. As a new teacher, you are already subject to evaluation requirements for probationary teachers under a different subdivision of the same statute, but the process will be addressed in your district's local evaluation plan. Mentoring and induction may also be part of the plan.

Here are some basics to know:

- All teachers will be evaluated on a three-year cycle, with at least one summative evaluation and a peer review process in the other years.
- Each teacher will have an individual growth and development plan and will have the chance to participate in a professional learning community.
- Teachers who do not meet standards will get support to improve through a formal process with goals and timelines.

Education Minnesota will keep members and local union leaders informed about any new developments. Don't hesitate to talk with your building representative or other leaders if you have questions or concerns.

