



# Personnel Evaluation

*McREL's Evaluation Frameworks for K-12 Teachers, Principals, Central-Office Administrators, and Superintendents*

- Based on research and analysis of best practices for teaching and leading
- Validated frameworks that reliably distinguish levels of performance
- Growth-oriented descriptors and ratings that encourage a continuous improvement, continuous learning mindset
- Focused on essential elements (the “look fors”), creating a manageable evaluation process for today’s busy educators
- Aligned with national standards (ISLLC and InTASC) and McREL’s professional learning resources
- Annual, renewable licenses through McREL or our technology partners



*Helping educators flourish by turning research into solutions that transform teaching, learning, and leading.*

# Research-based, growth-oriented evaluations

Grounded in solid research and thoughtful analysis of what educators and leaders should be able to do to improve instruction and student achievement, our evaluation frameworks support the essential elements of effective K–12 human capital strategy:

- Strengthen the knowledge, skills, and practices of educators to improve student learning.
- Increase the quality and consistency of instruction and leadership across classrooms and schools.
- Distinguish differences in performance, recognizing current levels of practice and identifying individual strengths.
- Guide professional growth and development with constructive formative and summative feedback.
- Support local and state policies related to educator effectiveness and accountability.



## For teachers

23

elements

**CUES Teacher Evaluation.** The CUES (Content, Understanding, Environment, Support) framework is based on research into effective instruction and professional teacher practice and aligns with our Classroom Instruction That Works® publications and professional development.

25

elements

**Standards-based Teacher Evaluation.** Aligns with the Interstate Teacher Assessment and Support Consortium (InTASC) standards. Allows clients to leverage their existing models of professional practice, as the components of this framework are not specific to a particular instructional model or curriculum.



## For principals

21

elements

**Balanced Leadership® Principal Evaluation.** Based on our Balanced Leadership publications and professional development, this framework aligns with quantitative and qualitative research on the effective school-level leadership practices that correlate to higher levels of student achievement and school performance.

20

elements

**Standards-based Principal Evaluation.** Aligned with the Interstate School Leaders Licensure Consortium (ISLLC) standards, this model allows clients to leverage their existing models of professional practice, as the components of this framework are not specific to a particular instructional model or curriculum.



## For superintendents and central-office leaders

16

elements

**McREL's District Leadership That Works® Evaluation.** Based on McREL's extensive analysis of research on the effects of superintendent leadership on student achievement, this framework provides a coherent approach to leadership evaluation and support, and aligns well with McREL's Balanced Leadership Principal Evaluation.

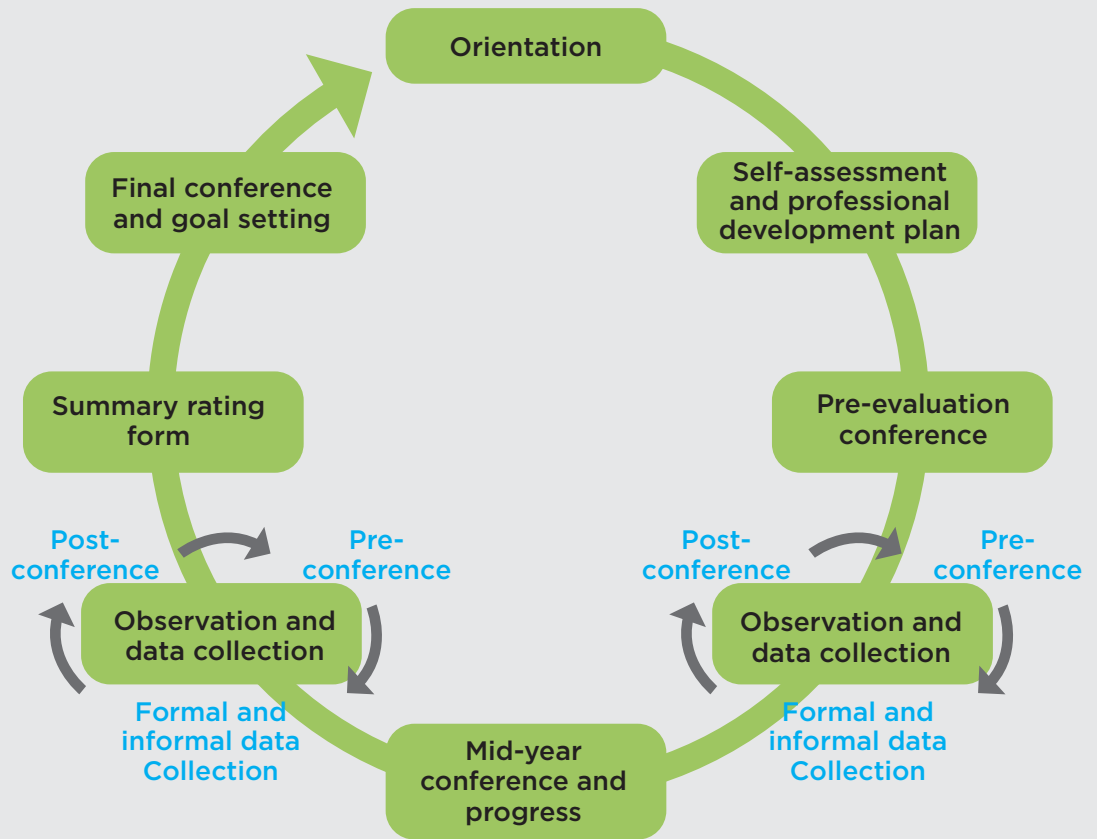
17

elements

**McREL's Standards-based Central-Office Evaluation.** This model is a combination of leadership knowledge and skills focused on seven standards that address organizational improvement. Superintendents and central-office instructional staff can use the evaluation to guide their own professional development and individual learning strategies.

## An annual process that supports professional growth

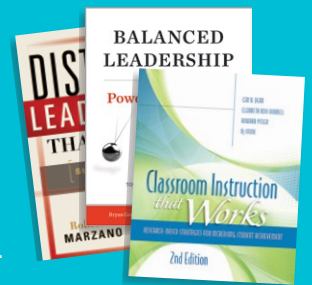
Our evaluation systems use an annual workflow process that emphasizes self-reflection, formative feedback, and professional growth.



## Training and Support

### ► For first-time clients

- Two days of on-site professional learning to ensure understanding of the effective teacher and leader actions within the selected framework.
- Initial training may include elements from Classroom Instruction That Works, Balanced Leadership, and/or District Leadership That Works.
- Build internal capacity to support new staff hired after the initial training.
- Additional technical/onboarding training from our online platform providers for use of their systems



### ► For ongoing clients

- Choose from on-site and virtual learning opportunities that strengthen instructional and leadership practices and provide long-term implementation support and solutions.

### ► Additional, optional supports

- **Online check-ins.** Multiple online consulting sessions with your team (via webinar, Skype, etc.) at strategic points throughout the year aligned to critical points in the evaluation process.
- **Rater calibration training.** Designed to help all supervisors in your system apply similar standards in measuring and evaluating their staff members' performance—eliminating the disparity between “tough” and “easy” graders.
- **Rater certification and reliability services.** Access to TeachForward's online video library and testing tool that prepares and certifies evaluators to conduct classroom observations.

for more details and pricing on these frameworks and training options.

# Getting started: Purchasing options and technology partners

## License directly from McREL

McREL can license its evaluation frameworks directly to districts. This annual license covers written documentation for the framework's components, rubrics, descriptors, and related material. Clients choosing this option receive the documents only, without a technology platform on which to manage evaluations. However, districts may place the frameworks on a technology platform themselves while their annual license is active.

Contact McREL directly for pricing and further information on the written versions of our evaluation frameworks.

## Need an online evaluation management system?

For schools or districts that need an online platform to manage and track their evaluation processes, McREL has partnered with the following companies which provide our evaluation frameworks on their systems. Districts can contract with the provider of their choice. Contact these companies directly for system demos and pricing.



[HarrisSchoolSolutions.com](https://www.HarrisSchoolSolutions.com) 866.450.6696



[PowerSchool.com](https://www.PowerSchool.com) 877-873-1550



[USTLE.com](https://www.USTLE.com) 888.808.4827

Contact us today for more information about our educator evaluation frameworks.



800.858.6830

[www.mcrel.org](https://www.mcrel.org)

[info@mcrel.org](mailto:info@mcrel.org)

McREL International is a nonprofit, nonpartisan research and development organization that turns knowledge about what works in education into practical, effective guidance and training for teachers and leaders across the U.S. and around the world.