



# 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 mindset of continuous professional learning and improvement
- Focused on essential elements—the *look fors*—creating a manageable evaluation process for today's busy educators
- Annual, renewable licenses either through McREL or our technology partners

**McREL**  
INTERNATIONAL

*We help educators flourish by turning research into practical 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 instruction:

- **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
- **Adapt** to any school or district improvement initiative



## For teachers

**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.



## For principals

**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.



## For superintendents and central-office leaders

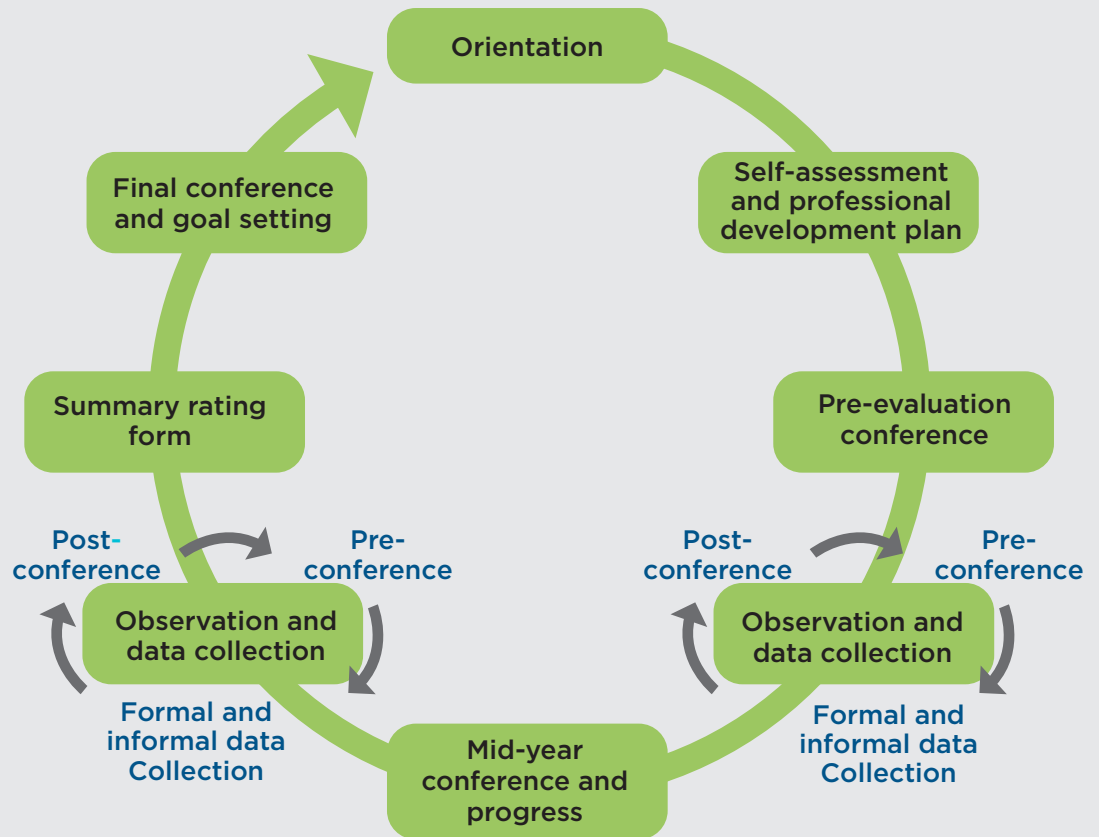
**Balanced Leadership® Superintendent Evaluation.** Based on McREL's extensive analysis of research on the effects of superintendent leadership on student achievement, this framework provides a coherent approach to leadership evaluation and support, and aligns well with McREL's Balanced Leadership® Principal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

**Balanced Leadership® Central-Office instructional Leader Evaluation.** Using research from the school and district level leadership, this model focuses on seven standards that address organizational improvement and can be used to guide 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.



## Onboarding and training that meet your needs

Flexibility has never been more important, so we offer a variety of on-site and remote support options for every stage of your district's adoption and use of our evaluation systems.

Whatever path you choose, you'll get:



- ▶ **Professional learning** to ensure understanding of the effective teacher and leader actions within the selected framework.



- ▶ **Capacity-building** so you can support new staff hired after the initial training.



- ▶ **Optional rater calibration training** so all supervisors in your system use the same standards in evaluating their staff members' performance—no more “tough” and “easy” graders.



- ▶ **Optional access to TeachForward's 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.

## Licensing options: Paper-pencil and online

- ▶ **STEP 1:** Contact McREL at 800.858.6830 or [info@mcrel.org](mailto:info@mcrel.org). We'll talk about your needs and the format that best meets them. A simple pencil-paper version of each of our frameworks can be licensed on an annual basis directly from us.

Or, if you're looking to manage and archive your evaluation records online, we partner with several companies that offer our evaluation frameworks within their web-based management systems. We'll point you in the right direction based on the technology currently in use in your district.



- ▶ **STEP 2:** Enjoy the benefits of an assessment system that supports your educational goals!

**Contact us today for more information about our educator evaluation frameworks and to learn about our annual licensing, training, and tech-partner options.**

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