



MISSISSIPPI
DEPARTMENT OF
EDUCATION

Ensuring a bright future for every child

Mississippi Educator Evaluations

Domain	Mississippi Statewide Teacher Appraisal Rubric (M-STAR)	Mississippi Counselor Appraisal Rubric	Mississippi Librarian Evaluation	Mississippi Speech-Language Pathologist Assessment	Mississippi Student Services Appraisal Rubric
I	Planning (4 Standards)	Development and Management (3 Standards)	Planning (7 Standards)	Planning (1 Standard)	Planning (3 Standards)
II	Assessments (2 Standards)	Program Delivery (2 Standards)	Management (5 Standards)	Assessments (1 Standard)	Assessment (3 Standards)
III	Instruction (5 Standards)	Accountability (2 Standards)	Collaboration & Services (8 Standards)	Instruction (1 Standard)	Instruction (4 Standards)
IV	Learning Environment (5 Standards)	Stakeholder Involvement (1 Standard)	Library Environment (4 Standards)	Learning Environment (1 Standard)	Learning Environment (5 Standards)
V	Professional Responsibilities (4 Standards)	Professional Responsibilities (1 Standard)	Professional Responsibilities (6 Standards)	Professional Responsibilities (1 Standard)	Professional Responsibilities (5 Standards)

Educator Evaluation resources can be found at <http://www.mde.k12.ms.us/OEE>.

If you have questions, please contact the Office of Educator Quality at 601-359-3631.

Evaluation Process Components	Mississippi Statewide Teacher Appraisal Rubric (M-STAR)	Mississippi Counselor Appraisal Rubric	Mississippi Librarian Evaluation	Mississippi Speech-Language Pathologist Assessment	Mississippi Student Services Appraisal Rubric
Self-Assessment	Optional, but highly recommended	Optional, but highly recommended	Optional, but highly recommended	Optional, but highly recommended	Optional, but highly recommended
Walk-through Observations (Informal)	A minimum of 2 required; 5 are recommended	None required	A minimum of 2 required	None required	A minimum of 2 required
Formal Observation	A minimum of 1 required; 2 are recommended (formative and summative)	A minimum of 1 required with a desk review (formative and summative)	A minimum of 1 required; 2 are recommended (formative and summative)	A minimum of 1 required; 2 are recommended (formative and summative)	A minimum of 1 is required; 2 are recommended (formative and summative)
Pre-Observation Conference	Pre-observation conference is highly recommended, but optional	Pre-observation conference is highly recommended, but optional	Pre-observation conference is highly recommended, but optional	Pre-observation conference is highly recommended, but optional	Pre-observation conference is highly recommended, but optional
Post-Observation Conferences	A post-observation conference is required after each formal observation	A post-observation conference is required after each formal observation	A post-observation conference is required after each formal observation	A post-observation conference is required after each formal observation	A post-observation conference is required after each formal observation
Review of Artifacts	Required to assess Domains 1, 2 and 5; Domains 3 and 4 are assessed during observations	Required to assess Domains 1, 2, 3, 4 and 5; Standard 4 of Domain 2 is also assessed during the formal observation	Required to assess Domains 1, 2, 3 and 5; Domain 4 and all other Domains can also be assessed during observations	Required to assess Domains 1, 2, 3 and 5; Domains 3 and 4 should also be assessed during formal observation(s)	Required to assess Domains 1, 2, and 5; Domains 3 and 4 are assessed during observations
Student Survey	Optional	N/A	N/A	N/A	N/A
Evaluator	Any licensed educator designated by the local school district who has completed MDE training requirements	It is highly recommended that counselors are evaluated by a counselor supervisor, MDE OCCSS, administrator or lead counselor	Any licensed educator designated by the local school district who has completed MDE training requirements	It is highly recommended that the artifacts are reviewed by an educator who has an understanding of the SPED referral to placement process. Any licensed educator designated by the district can observe the SLP.	Any licensed educator designated by the local school district who has completed MDE training requirements
Performance Levels	Level 4 – Distinguished Level 3 – Effective Level 2 – Emerging Level 1 – Unsatisfactory	Level 4 – Distinguished Level 3 – Effective Level 2 – Emerging Level 1 – Unsatisfactory	Level 4 – Distinguished Level 3 – Effective Level 2 – Emerging Level 1 – Unsatisfactory	Level 4 – Distinguished Level 3 – Effective Level 2 – Emerging Level 1 – Unsatisfactory	Level 4 – Distinguished Level 3 – Effective Level 2 – Emerging Level 1 – Unsatisfactory
Other components/Guidance		An Annual Agreement that includes three SMART Goals are highly recommended at the end of the school year	The administrator may request the domain(s) they would like to observe (Domain 4 is assessed during observations only)	Evaluators must coordinate with the SLP before walk-through observations as to not interrupt confidential meetings; this instrument can be used to evaluate 215 and 216 SLPs	This evaluation instrument is designed to assist CTE Directors and Student Services Coordinators (SSC) in evaluating performance areas aligned to the Carl D. Perkins law
Forms	All forms are recommended, but optional	All forms are recommended, but optional	All forms are recommended, but optional	All forms are recommended, but optional	All forms are recommended, but optional