

- The evaluation framework and the rubrics with descriptors for each performance level on key indicators
  - Link to Teacher Evaluation Guidebook
- Description of process for conducting observations, collecting evidence, conducting conferences, developing ratings and developing improvement plans
  - Link to Teacher Evaluation Guidebook
- Description of plan for providing evaluators and observers with training
  - When initially launched in August 2015, all evaluators and teachers were provided with in-depth training on the evaluation framework. Throughout the 2015-2016 school year, evaluators were provided with opportunities for targeted practice with the tool to ensure consistent use across schools. Similarly, training was offered to all evaluators and teachers at the start of the 2016-2017 school year, and plans are in place to ensure inter-rater reliability on the classroom observation rubric throughout this year.
- Research base for the evaluation framework
  - EAA partnered with TNTP to develop its evaluation framework, building on widely-accepted best practices in educator evaluation. EAA's evaluation framework is aligned to many of the recommendations stemming from the 2011 Measures of Effective Teaching (MET) study, all with a focus on providing teachers with feedback to help them grow, including:
    - Use of multiple measures to evaluate teacher performance
    - Use of student perception (via student surveys) to evaluate teacher performance
    - Use of multiple observations at varying lengths
    - Use of a streamlined rubric with fewer competencies

TNTP engaged educators from across the EAA (teachers, school leaders, and central office staff) to articulate what excellent instruction looks like in EAA classrooms and develop the framework. Part of the evaluation framework, EAA's classroom observation rubric was modeled from TNTP's Core Teaching Rubric and streamlines today's complicated rubrics to bring the same focus and coherence to classroom observations that the Common Core brings to academic standards. Developed by TNTP and field-tested by volunteers across the country, the rubric can help observers more usefully assess teacher performance, by focusing them on a few key factors most critical to performance.

- Identify and qualification of the authors of the evaluation framework
  - As stated above, the evaluation framework was developed by the EAA with support from TNTP. TNTP is a national nonprofit committed to ending the injustice of educational inequality by providing excellent teachers to the students who need them most and by advancing policies and practices that ensure effective teaching in every classroom. Since 1997, TNTP has helped more than 200 public school districts, charter networks and state departments of education realize their goals for great teaching.
- Evidence of reliability, validity, efficacy, or plan for developing that evidence
  - EAA's evaluation framework is in its second year of implementation, which will allow the district access to two years' worth of data to inform plans for evaluating the validity of measures within the framework. After the first year, teachers are already reporting positive experiences with the tool, as demonstrated by responses to the Spring 2016 Insight Survey:
    - 70% of teachers agree that the expectations for effective teaching are clearly defined at their school (up from 35% under the previous evaluation framework)
    - 65% of teachers agree that the feedback they get from being observed helps them improve student outcomes (up from 38% under the previous evaluation framework)