

Mississippi Teacher Performance Standards

The Mississippi Teacher Performance Standards are designed to provide a shared and focused understanding of the priorities, values, and expectations of Mississippi teachers in their work of educating students.

The teacher performance standards are divided into five domains. Each domain includes standards directly related to that domain.



★ Domain I: Planning

1. Plans lessons that demonstrate knowledge of content and pedagogy
2. Plans lessons that meet the diversity of students' backgrounds, cultures, skills, learning levels, language proficiencies, interests, and special needs
3. Selects instructional goals that incorporate higher level learning for all students
4. Plans units of instruction that align with the MS Curriculum Frameworks or, when applicable, the Common Core State Standards

★ Domain II: Assessment

5. Collects and organizes data from assessments to provide feedback to students and adjusts lessons and instruction as necessary
6. Incorporates assessments into instructional planning that demonstrate high expectations for all students

★ Domain III: Instruction

7. Demonstrates deep knowledge of content during instruction
8. Actively engages students in the learning process
9. Uses questioning and discussion techniques to promote higher order thinking skills
10. Brings multiple perspectives to the delivery of content
11. Communicates clearly and effectively

★ Domain IV: Learning Environment

12. Manages classroom space and resources effectively for student learning
13. Creates and maintains a climate of safety, respect, and support for all students
14. Maximizes time available for instruction
15. Establishes and maintains a culture of learning to high expectations
16. Manages student behavior to provide productive learning opportunities for all students

★ Domain V: Professional Responsibilities

17. Engages in continuous professional development and applies new information learned in the classroom
18. Demonstrates professionalism and high ethical standards; acts in alignment with the MS Code of Ethics
19. Establishes and maintains effective communication with families
20. Collaborates with colleagues and is an active member of a professional learning community in the school



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Mississippi Department of Education

What is M-STAR?

The Mississippi Statewide Teacher Appraisal Rubric (M-STAR) is an evaluation process designed to improve the professional performance of all educators. M-STAR provides a reliable and valid system of performance assessments based on common standards used to gauge teacher effectiveness, help track educational progress, identify areas of need, and improve performance throughout a teacher's career.

Goals

- Provide formative assessment information about the performance of individual teachers to help highlight areas of strength and identify areas for growth
- Serve as a guide for teachers as they reflect upon their own practices
- Provide shared understanding regarding priorities, goals, and expectations of quality practice
- Serve as a tool to help structure principal instructional leadership and feedback

Multiple Measures

M-STAR includes multiple methods of evaluation in order to appraise every teacher on all standards.

Measures include:

- Formal classroom observations
- Pre-observation and post-observation conferences
- Informal "walkthrough" observations
- A review of artifacts
- Teacher self-assessment
- Student surveys



Methods of Evaluating Standards

Each standard is appraised using at least one evaluation method.

STANDARDS		METHODS			
		Artifacts Review	Pre-/Post-Observation Conferences	Classroom Observation	Student Survey
PLANNING	1. Plans lessons that demonstrate knowledge of content and pedagogy	X	X		
	2. Plans lessons that meet the diversity of students' backgrounds, cultures, skills, learning levels, language proficiencies, interests, and special needs	X	X		
	3. Selects instructional goals that incorporate higher level learning for all students	X	X		
	4. Plans units of instruction that align with the MS Curriculum Frameworks or, when applicable, the Common Core State Standards	X	X		
ASSESSMENT	5. Collects and organizes data from assessments to provide feedback to students and adjusts lessons and instruction as necessary	X	X		X
	6. Incorporates assessments into instructional planning that demonstrate high expectations for all students	X	X		
INSTRUCTION	7. Demonstrates deep knowledge of content during instruction			X	X
	8. Actively engages students in the learning process			X	X
	9. Uses questioning and discussion techniques to promote higher order thinking skills			X	X
	10. Brings multiple perspectives to the delivery of content			X	
	11. Communicates clearly and effectively			X	X
LEARNING ENVIRONMENT	12. Manages classroom space and resources effectively for student learning			X	X
	13. Creates and maintains a climate of safety, respect, and support for all students			X	X
	14. Maximizes time available for instruction			X	X
	15. Establishes and maintains a culture of learning to high expectations			X	X
	16. Manages student behavior to provide productive learning opportunities for all students			X	X
PROFESSIONAL RESPONSIBILITIES	17. Engages in continuous professional development and applies new information learned in the classroom	X			
	18. Demonstrates professionalism and high ethical standards; acts in alignment with the MS Code of Ethics	X	X	X	
	19. Establishes and maintains effective communication with families	X			
	20. Collaborates with colleagues and is an active member of a professional learning community in the school	X			

Teacher Performance Levels

A teacher's performance on each standard will be appraised in accordance with a four-level rating scale.

- ★ **Level 4** indicates that the teacher's performance consistently exceeds expectations.
- ★ **Level 3** indicates that the teacher's performance meets expectations.
- ★ **Level 2** indicates that the teacher's performance inconsistently meets expectations.
- ★ **Level 1** indicates that the teacher's performance does not meet expectations.



M-STAR Training

Evaluators and teachers will receive extensive training on the use and scoring of the M-STAR rubric. M-STAR will be field tested statewide in 2013-2014.



For more information, please contact the Mississippi Teacher Center.

601.359.3631 www.mde.k12.ms.us/teacher-center