Minnesota Department of Education

Draft Work Group Vision Statements

Guidelines

Observable, Will Actually Exist
Within Our Influence
Stated in Positive, Want More of
A Descriptive Statement of 5-8 Words

May 2 Workgroup Statements (In Order of Votes)

- 10 Stickers—Multiple measures of evaluation to include self-evaluation, student surveys, etc.
- 8 Stickers—Intentional support. Embedded throughout the system.
- 7 Stickers—Efficient, manageable system that builds trust, credibility, and respect
- 6 Stickers—Consistent and transparent process
- 5 Stickers—Influence positively the political, national conversation away from judgment and blame
- 5 Stickers—Tool for impacting achievement gap

- 4 Stickers—Robust peer review process in which teachers are experts
- 4 Stickers—Financially sustainable
- 3 Stickers—Consistently standardized across state
- 3 Stickers—Flexible to meet changing needs
- 3 stickers—Result—Increased student growth

- 2 Stickers—Evidence-based continuous improvement model
- 2 Stickers—Robust professional development for all staff
- 1 Sticker—Professional level driven by and connected to what teachers do. Information and feedback informs instruction as well as evaluation. *(This one was crossed off but still had a vote.)*
- 1 Sticker—PLCs. Collegial conversations
- 1 Sticker—Reliable, usable, understandable for all districts
- 1 Sticker—Job embedded within the day

- 0 Stickers—Learning. Improvement and results while respecting students and supporting teaching
- 0 Stickers—Peer collaboration ongoing
- 0 Stickers—Flexibility. Licensure areas, geography
- 0 Stickers—Living and breathing
- 0 Stickers—Transparent growth model
- 0 Stickers—Clear
- 0 Stickers—Result—Professionals working together toward a common goal

Draft Vision Statement Based on Workgroup Statements and Vote Priorities

Our vision is a teacher growth and evaluation system that

1. Results in increased student growth and reduced achievement gaps;
2. Embeds intentional support and robust professional growth opportunities for teachers throughout the system;
3. Includes multiple measures of practice and effectiveness;
4. Builds trust, credibility, and respect; and
5. Is transparent, is efficient and manageable, is sustainable, and is consistent yet flexible enough to meet changing needs.