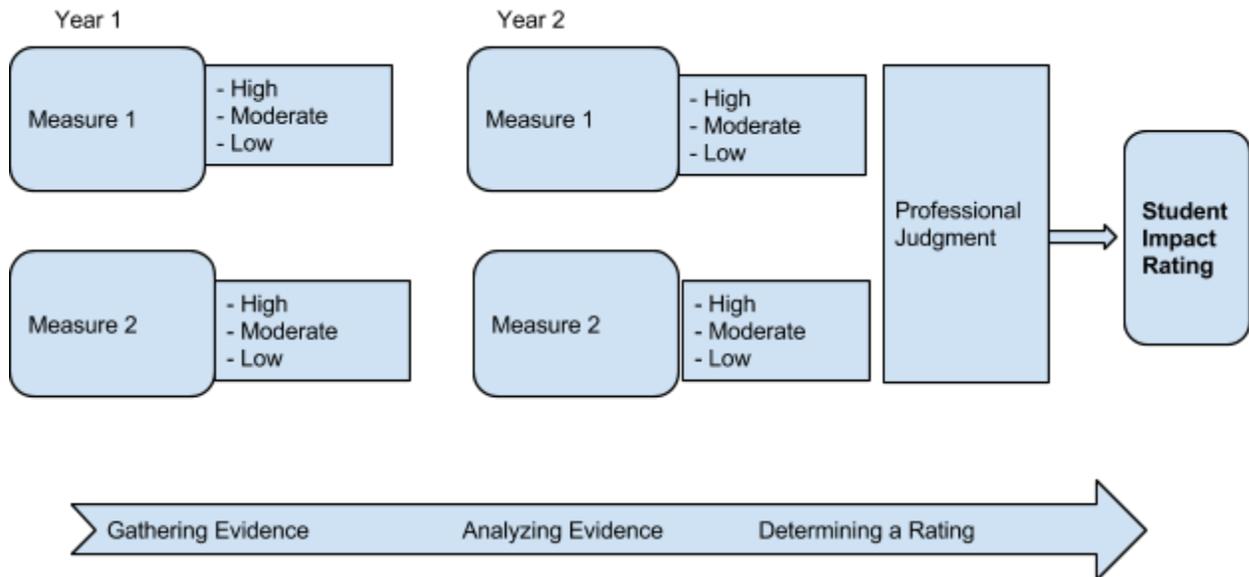


# Frequently Asked Questions

## What are District Determined Measures (DDMs)?

The length of the Educator Plan under the Massachusetts educator evaluation system is determined by the assessment of each educator's impact on student learning as high, moderate or low. Evaluators will assign each educator an impact rating based on patterns and trends in measures of student growth and on the application of professional judgment to those patterns and trends. District determined measures (DDMs) are the measures selected in each school district to determine student growth for each content area.

## Determining a Student Impact Rating



(<http://www.doe.mass.edu/eval/ddm/EducatorImpact.pdf>)

## How do DDMs effect Educator Evaluation?

Intersection of Summative Performance and Student Impact Ratings

Performance Rating	Exemplary	1 year Self-Directed Growth Plan	2 year Self-Directed Growth Plan	
	Proficient			
	Needs Improvement	Directed Growth Plan		
	Unsatisfactory	Improvement Plan		
		Low	Moderate	High
Impact Rating				

(<http://www.doe.mass.edu/eval/ddm/EducatorImpact.pdf>)

## How many DDMs am I required to use?

The purpose of district-determined measures (DDMs) is to gauge each educator's impact on student learning. To do this there must be at least two DDMs per educator – not per student and not per subject taught – and at least two years of measurement outcomes.

## What is the District Working Group?

The district established a working group (DWG) to oversee the identification and/or development of DDMs. Members of the DWG were selected by the local associations and by district leaders.

The working group will identify DDMs in each content area and the amount of growth that represents a year of student learning for each DDM. The DDM working group has several tasks. They will gather input, questions, and suggestions from district educators. They will develop a process for determining an impact rating for each educator. They will also

determine the range of assessments to include as potential DDMs; the types of scoring guides or rubrics to be used across the schools in the same subject area and grade.

## Who are the members of the District Working Group?

Tari Thomas	<a href="mailto:tthomas@rcmahar.org">tthomas@rcmahar.org</a>
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## What is the timeline for implementation of DDMs?

The 2014-2015 school year will be a year to collect **baseline** data and **pilot** the selected DDM assessments.

Districts will implement DDMs and collect the first year of Student Impact Rating pattern and trend data during the 2015-2016 school year. Year 2 data will be collected during the 2016-2017 school year.

Initial Student Impact Ratings of high, moderate, or low will be determined following the 2016-2017 school year

## What are some resources I can use for additional information regarding DDMs and the evaluation process?

**MUST READ ! ↴**

**Massachusetts Educator Evaluation -Rating Educator Impact**

<http://www.doe.mass.edu/eval/ddm/EducatorImpact.pdf>