

		How does our local vision for the MDI School System align with criteria for Maine's Race to the Top?	Great idea - we should be doing this anyway	Could see doing this, depending on the details, but need more information	Good idea - if only time and money were available	Apprehensive about potential consequences	Over my dead body
<b>(D) Great Teachers and Leaders</b>							
<i>(D)(2) Improving teacher and principal effectiveness based on performance:</i>							
		(i.) Measure student growth					
		(ii.) Design and implement evaluation systems					
		(iii.) Conduct annual evaluations					
		(iv.)(a) Use evaluations to inform professional development					
		(iv.)(b) Use evaluations to inform compensation, promotion, and retention					
		(iv.)(c) Use evaluations to inform tenure and/or full certification					
		(iv.)(d) Use evaluations to inform removal					
<i>(D)(5) Providing effective support to teachers and principals:</i>							
		(i.) Quality professional development					
		(ii.) Measure effectiveness of professional development					
<i>(III.) Great Teachers and Leaders: Recruiting, developing, rewarding, and retaining effective teachers and principals, especially where they are needed most. Prepare and mentor teachers and leaders for creating the personal journey required for the success of Next Generation Learners.</i>							
		Provide a system of leadership development for implementation strategies for curriculum pathways, expanding assessment literacy, managing the learning environment, and integrating improvement efforts into a coherent set of activities within the school.					
		Select from and adopt models of principal and leadership development and adopt research and standards based models rooted in adult learning theory.					
		Provide access to online learning opportunities for educators.					
		Evaluate effectiveness of professional development through teacher and student outcome data.					
		Design a system of professional development that is directly related to student achievement data.					
		Select, adopt, and implement an evaluation system from approved models for all teachers and principals in all schools, career and technical education centers and adult education programs (academic) that:					
		a) are conducted on an annual basis;					
		b) uses multiple measures including those based upon student growth that are objective indicators of student achievement;					
		c) includes observation-based assessments of teacher performance at multiple points in the year, carried out by evaluators trained in using objective evidence-based rubrics for observation, aligned with professional teaching standards;					
		d) includes other measures such as evidence of leadership roles that increase the effectiveness of other teachers in the school or SAU.					
		Design a system of career opportunities that includes performance based compensation systems, linked additional responsibilities and leadership roles.					
		Recruit and hire teachers and leaders that have entered the profession through alternative routes to provide quality instruction and leadership in the schools.					