

School Board Meeting:

October 27, 2025

Subject:

Teacher Development & Evaluation
Plan Revisions

Presenter:

**Pam Miller, Director
Teaching and Learning**

SUGGESTED SCHOOL BOARD ACTION:

Recommend board approval of the Teacher Development & Evaluation Plan Revisions as presented at the October 13 board workshop.

DESCRIPTION:

The Teacher Development & Evaluation (TDE) Plan has been reviewed and revised through the Program for Professional Development (PPD) Advisory. The plan had been developed in 2015, but had not been revised since that time. Revisions included updates to the evaluation process now that BHM Schools participates in the Q-Comp program, as well as a statutory requirement to update the evaluation rubrics to include culturally responsive practices.

The following is stated on the MDE Teacher Development & Evaluation web page:

[Minnesota Statutes 2023, section 122A.40, subdivision 8](#), and [Minnesota Statutes 2023, section 122A.40, subdivision 5](#), requires local teacher development and evaluation (TDE) models to include rubrics of performance standards for teacher practice that (i) are based on professional teaching standards established in rule ([Minnesota Rules 8710.2000](#)); (ii) include culturally responsive methodologies; and (iii) provide common descriptions of effectiveness using at least three levels of performance. As a result of the updated changes to TDE requirements, teacher instructional frameworks or rubrics must include culturally responsive teaching practices by the 2025-2026 school year. These changes apply to all districts and charters, including those implementing a Q Comp program.

To meet this requirement, BHM Schools has shifted from the Danielson 2nd Edition Framework to the Danielson 3rd Edition Framework. This shift allows the district to keep the same model for teacher evaluation while updating the rubrics utilized to meet the statutory requirement.

All TDE forms for pre and post evaluation conferences and summative evaluations have been revised to align with the Danielson 3rd Edition Framework.

ATTACHMENT:

- Teacher Development & Evaluation Plan • Revised December 2024