Comprehensive Teacher Evaluation: A Systematic Approach

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Improve Student Achievement by Focusing on Instructional Quality

- Evaluate teacher performance using multiple measures.
- Using results, help all teachers identify areas where they can improve instruction.
- Provide teachers with time, resources, and support to improve instruction.
- Teacher instructional performance improves with access to time, resources, and support.
- As instruction improves, student learning improves.

What Do You Think?

- What does it take to create a comprehensive teacher evaluation system?
- Who should be involved?
- What are the critical decisions that must be made?
- What are the "key ingredients"?
Critical Decisions Guide: Building Teacher Effectiveness Systems

- A TQ Center resource that offers states and districts resources and tools to build better evaluation systems.
- This guide is designed to assist leaders as they think critically about each phase in the development of their evaluation system.
- This guide addresses decisions that education leaders commonly face.
- For each decision, users are provided a series of questions for consideration as well as links to resources available from the TQ Center and other education organizations.

Determining First Steps

- Readiness for Reform
  - Is our state or district ready for this reform?
  - What can we learn from other states and districts that have gone through this process?
- Engaging Stakeholders
  - How can we get the union involved?
  - What rules and policies will influence our path?

http://www.tqsource.org/criticalDecisions/
Determining First Steps

- Developing a Communication Plan
  - What are our goals? How will we communicate these effectively?
- Starting the Conversation
  - What resources can we use to start the conversation?

Measuring Teacher Effectiveness

- How should we measure teacher effectiveness?
- What does the research on measuring teacher effectiveness say?
- How do we link all teachers to student outcomes?

Performance Appraisal Instruments and Their Purposes

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<tr>
<th>Purpose of Evaluation</th>
<th>Value-Added Classroom Observation</th>
<th>Classroom Analysis</th>
<th>Portfolio</th>
<th>Teacher Self-Reports</th>
<th>Student Ranks</th>
<th>Other Reports</th>
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<td>EXAMINE THE EFFECIVENESS OF TEACHERS IN LOWER ELEMENTARY GRADES FOR WHICH NO TEST SCORES FROM PREVIOUS YEARS ARE AVAILABLE TO PREDICT STUDENT ACHIEVEMENT (REQUIRED FOR VALUE-ADDED MODELS)</td>
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<td>EXAMINE THE EFFECIVENESS OF TEACHERS IN NON-Academic SUBJECTS (E.G., ART, MUSIC, AND PHYSICAL EDUCATION)</td>
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The guide is based on the TQ Center research synthesis Approaches to Evaluating Teacher Effectiveness: A Research Synthesis by Goe, Bell, and Little (2008).
Measuring Effectiveness

- Is the instrument being used for the same purpose for which it was designed?
- Does the instrument capture what it is intended to, or is it biased by factors unrelated to teaching?
- Do the interpretations being drawn from the scores go beyond what the instrument is actually able to measure?

The Guide to Teacher Evaluation Products

- Classroom Observation
- Self-Assessment
- Student Surveys
- Portfolios
- Instructional Artifacts
- Student Performance Measures

http://www3.learningpt.org/tqs/GEP/

Finding Funding & Developing a Data Infrastructure

- What funding sources are available to support the development and implementation of our system?
- What is the role of data in implementing and sustaining our system?
Using Data to Inform Decisions

• Using Data to Inform Professional Development
  • How can we identify and support high-quality teachers?

• Using Data to Inform Personnel Decisions
  • How can we better coordinate evaluation, tenure, and licensure policies?

Using Data to Inform Decisions

• Using Data to Inform Compensation Decisions
  • How have other states and districts developed alternative compensation systems?

Evaluating the Teacher Effectiveness System

• How do we evaluate a teacher effectiveness system? (in other words…how do we know it’s working? Or not working?)
A Self-Assessment Activity

http://survey.learningpt.org/ScoreCard/survey.aspx?pg=1