

TACKLING TEACHER EVALUATION

What's New and What Works

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THE CENTER FOR PROFESSIONAL DEVELOPMENT
AT PEAK TO PEAK CHARTER SCHOOL

Essential Question:

How can effective teacher evaluation assess teacher performance AND promote professional growth, leadership, and innovation?

Workshop Objectives:

- To explore components and benefits of research-based best practices in effective teacher evaluation
- To provide tools for use in designing and implementing effective teacher evaluation systems

Anticipatory Set

60-Second Questions

The State of the State

*What do we **have** to do?*

*What do we have the **freedom** to do?*

- Senate Bill 191
- Test scores
- Student achievement
- Inclusion of VAM's in reform

We have the freedom to:

- Create our own evaluation tool
- Implement evaluation as we see fit
- Use evaluation to
 - drive professional goal setting
 - drive school improvement planning
 - promote individual growth and learning communities within the school
 - promote student achievement in a tactical way

Myth-busting: What *Doesn't* Work

- Using student test scores as the only measure
- Weighting quantifiable measures disproportionately
- Using VAM's in isolation and in the absence of a larger context

Research shows that effective evaluation...

...is a key component in a professional learning communities

...accurately identifies strong and weak performers in a timely manner

...provides data to make key personnel decisions

...makes it uncomfortable for low performers to stay

...grows and rewards high performers

...uses student scores as a predictor to inform teacher development instead of as autopsy data

Obstacles to Evaluation

Time consuming:

- unrealistic to evaluate every year

Unwieldy or generic evaluation tool:

- doesn't promote/highlight school priorities
- doesn't allow for customization

Performance indicators:

- are too broad
- don't promote accountability to non-negotiables
- encourage wasted time
- promote a lack of buy-in from teachers and admin

In Your Packet

- Memo from CDE
- T-Chart: What Works; What Doesn't
- Checklist for an Effective Evaluation Tool
- Critical Questions to Drive Success
- Resources & Research

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Closure

Ticket Out the Door