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Successful Teacher Evaluation

McGreal, Thomas L.

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Successful Teacher Evaluation

Daniel Linden Duke



Successful Teacher Evaluation:

Successful Teacher Evaluation Thomas L. McGreal, 1983 Teacher evaluation remains a controversial and disruptive area. The problems arise from the way evaluations are carried out. In many cases the evaluation system used is the problem. This book discusses teacher evaluation by providing characteristics separating effective and less effective systems. It presents eight commonalities identified in effective evaluation programs. In building a system three characteristics are desirable: an appropriate attitude toward evaluation, an evaluation model complementary to the desired purpose, and separation of administrative and supervisory behavior. Also, an effective system should 1) set goals presented as three approaches: management by objectives, performance objectives, and practical goal setting; 2) focus narrowly on teaching; 3) improve classroom observation skills; and 4) use additional sources of data: peer evaluation, student performance, parent evaluation, student evaluation, and self evaluation are discussed. After building an evaluation system, a training program should be designed that addresses the skills needed. Recommended training focuses on the teaching/learning process and on the enhancement of teacher/supervisor relationships. Included is an appendix giving an example of an evaluation system reflecting the commonalities of successful systems. MD **Teacher Evaluation** Anthony J. Shinkfield, D.L.

Stufflebeam, 1995-11-30 Teacher Evaluation Guide to Professional Practice is organized around four dominant interrelated core issues: professional standards, a guide to applying the Joint Committee's Standards, ten alternative models for the evaluation of teacher performance, and an analysis of these selected models. The book draws heavily on research and development conducted by the Federally funded national Center for Research on Educational Accountability and Teacher Evaluation (CREATE). The reader will come to grasp the essence of sound teacher evaluation and will be able to apply its principles, facts, ideas, processes, and procedures. Finally, the book invites and assists school professionals and other readers to examine the latest developments in teacher evaluation. A Guide to Impactful Teacher Evaluations Joseph O.

Rodgers, 2021-03-10 What if everything we thought we knew about effective teacher evaluations was wrong? A Guide to Impactful Teacher Evaluations walks educators through an important shift in thinking about how to evaluate teachers from systems focused on individuals and results to solutions focused on collectives and processes. Disregarding older ineffective models that rely on faulty assumptions, this book embraces new approaches for measuring teacher competency that achieve valid assessment of effective teaching, teacher professional growth, and student learning. Chapters explore teacher evaluation systems based on professional learning community principles, confront the current system of teacher evaluation that has led to frustration, criticism, and disrespect, provide strategies for delivering new skills and supporting teachers' growth, and include Tips and Talking Points for schools and districts. Outlining best practice and sharing actionable tools grounded in collaboration and teamwork, this book helps K-12 school leaders explore teacher evaluation that has a real and lasting impact on the profession and student learning. **Teacher Evaluation** Anthony J. Shinkfield, D.L. Stufflebeam, 2012-12-06 Teacher

Evaluation Guide to Professional Practice is organized around four dominant interrelated core issues professional standards a guide to applying the Joint Committee s Standards ten alternative models for the evaluation of teacher performance and an analysis of these selected models The book draws heavily on research and development conducted by the Federally funded national Center for Research on Educational Accountability and Teacher Evaluation CREATE The reader will come to grasp the essence of sound teacher evaluation and will be able to apply its principles facts ideas processes and procedures Finally the book invites and assists school professionals and other readers to examine the latest developments in teacher evaluation

Effective Teacher Evaluation Kenneth D. Peterson, Catherine A. Peterson, 2005-11-30 Enrich the quality of teaching and learning in your school with meaningful teacher evaluations This is the essential guide for principals who want to improve the teacher evaluation process develop highly qualified teachers and improve student achievement levels in their schools This hands on practical handbook provides principals with specific strategies including Using the best objective evidence available Putting the teacher at the center of the process Using multiple data sources which vary by individual teacher Incorporating student achievement data Inspiring ongoing teacher reflection and analysis **Teacher Evaluation** Daniel Linden Duke, Richard J. Stiggins, 1986 This guide written for teachers and administrators wishing to introduce evaluation systems that promote continued teacher growth and enhance school effectiveness suggests that meaningful change requires a clear understanding of what is already in operation substantial skill development and adequate resources for the duration of the change cycle Rather than prescribing a single route to success the guide offers examples of different evaluation experiences describes possible evaluation courses and in separate chapters offers five keys to effective evaluation teachers evaluators performance data feedback and context A subsequent chapter examines the important attributes of these keys in more detail The guide concludes by offering two scenarios for success and a discussion on evaluating existing evaluation procedures improving the teacher evaluation environment and upgrading evaluation skills An appendix includes a teacher evaluation experience questionnaire and a questionnaire for evaluators self examination IW **Evaluating Teaching** James H. Stronge, 2005-11-02 This invaluable resource demonstrates how to foster the development of highly qualified teachers through designing and implementing a solid teacher evaluation system **Everyone at the Table** Ellen Behrstock-Sherratt, Allison Rizzolo, Sabrina W. Laine, Will Friedman, 2013-05-01 A proven method for working with teachers to design better evaluations There is no magic formula for successfully designing a teacher evaluation system However there is abundant evidence that suggests involving teachers in the process will reduce the likelihood of opposition gridlock and reform failure Everyone at the Table provides materials to genuinely engage teachers in the evaluation process The book is a research based and field tested practical guide for school leaders With this resource educators will have the tools they need to develop meaningful teacher evaluations Offers a collaborative approach to designing teacher evaluations Includes a companion web based resource with video This research based program outlines a solid plan for improving teacher

effectiveness through evaluation reform **Building Trust in Teacher Evaluations** Shelly M. Arneson, 2014-09-15 Your breakthrough approach to top notch teacher evaluations This hands on professional development guide provides concrete proactive teacher evaluation strategies to help school leaders Create and sustain a supportive honest and collaborative school culture Foster effective communication and build teacher principal trust Conduct evidence based teacher observations and evaluations Hold effective follow up conversations that nurture teacher growth Promote teacher self assessment and reflection Includes absorbing real world vignettes reflection questions and ample modeling examples for quick success You ll find quick nuggets of wisdom you can reference again and again Use this informative guide to transform the teacher evaluation process today *Designing Teacher Evaluation Systems* Thomas Kane, Kerri Kerr, Robert Pianta, 2014-06-03

WHAT IS EFFECTIVE TEACHING It s not enough to say I know it when I see it not when we re expecting so much more from students and teachers than in the past To help teachers achieve greater success with their students we need new and better ways to identify and develop effective teaching The Measures of Effective Teaching MET project represents a groundbreaking effort to find out what works in the classroom With funding by the Bill Melinda Gates Foundation the MET project brought together leading academics education groups and 3 000 teachers to study teaching and learning from every angle Its reports on student surveys observations and other measures have shaped policy and practice at multiple levels This book shares the latest lessons from the MET project With 15 original studies some of the field s most preeminent experts tap the MET project s unprecedented collection of data to offer new insights on evaluation methods and the current state of teaching in our schools As feedback and evaluation methods evolve rapidly across the country *Designing Teacher Evaluation Systems* is a must read and timely resource for those working on this critical task

PRAISE FOR DESIGNING TEACHER EVALUATION SYSTEMS This book brings together an all star team to provide true data driven policy relevant guidance for improving teaching and learning From student achievement to student perceptions from teacher knowledge to teacher practices the authors address key issues surrounding the elements of a comprehensive teacher evaluation and improvement system Highly recommended for anyone seriously interested in reform PETE GOLDSCHMIDT Assistant Secretary New Mexico Public Education Department This book is an invaluable resource for district and state leaders who are looking to develop growth and performance systems that capture the complexity of teaching and provide educators with the feedback needed to develop in their profession TOM BOASBERG Superintendent Denver Public Schools A rare example of practical questions driving top quality research and a must read for anyone interested in improving the quality of teaching ROBERT C GRANGER Former President Ret The William T Grant Foundation This will be the go to source in years to come for those involved in rethinking how teachers will be evaluated and how evaluation can and should be used to increase teacher effectiveness The superb panel of contributors to this book presents work that is incisive informative and accessible providing a real service to the national efforts around teacher evaluation reform JOHN H TYLER Professor of Education

Brown University **Teacher Evaluation** Arthur E. Wise, 1984 A new concern for the quality of education and of teachers is being translated into merit pay career ladder and master teacher policies that presuppose the existence of effective teacher evaluation systems School district administrators must understand the educational and organizational implications of the teacher evaluation system that they adopt because that system can define the nature of teaching and education in their schools In particular the system can either reinforce the idea of teaching as a profession or it can further deprofessionalize teaching making it less able to attract and retain talented teachers The present study focused on the actual operation of teacher evaluation procedures in school systems It examined not only the instruments and procedures but also the implementation process and the organizational contexts within which they operate This approach enabled the authors to observe whether and how teacher evaluation results are used by the organization It also indicated the broader organizational conditions needed to initiate and sustain effective teacher evaluation practices **Successful Teacher Education:**

Partnerships, Reflective Practice and the Place of Technology Mellita Jones, Josephine Ryan, 2014-09-11 This volume presents distinctive innovative models of teacher education from Australia discusses their successful elements and considers possibilities for successful teacher education in the twenty first century Each model is couched within the international teacher education concerns of the theory practice nexus school university partnerships reflective practice and the role of technology The contributing authors drawn from different contexts and locations around Australia each offers research based perspectives on successful teacher education Responses to teacher education challenges in rural and regional contexts metropolitan areas among low socio economic populations and Indigenous communities are considered Ways in which technology and in particular mobile technology can be used to support learning across these diverse contexts are illustrated as is the role of reflective practice to encourage critical reflection for improving teacher learning Collectively the authors present a range of directions that can guide the future of teacher education both nationally and internationally demonstrating that context partnerships reflection and technology are critical elements in the provision of successful teacher education

Effective Teacher Evaluations , 1994 How can you fairly evaluate your teachers day to day teaching style and classroom management on the basis of sporadic classroom visits How can stress be alleviated for both the principal and teachers Effective Teacher Evaluations is a must have reference for all principals It is a 192 page how to handbook that helps reduce tension at evaluations and provides better methods for assessing performance This easy to read guide supplies models and suggests creative ways to constructively criticize Plus it discusses legalities that will protect you and your school from potential lawsuits

Teacher Evaluation Policy Daniel Linden Duke, 1995-01-01 Since the beginning of the school reform movement in the early 1980 s various efforts have been made to improve teacher evaluation Most of the initial efforts were designed to promote greater accountability They were characterized by research based performance standards sophisticated classroom observation procedures and extensive training More recently the focus of teacher evaluation has

been expanded to include provisions for professional development Supporters of this trend have argued that accountability based evaluation diminishes in value as teachers gain experience and expertise Teacher Evaluation Policy presents case studies describing how new teacher evaluation policies have been created The contributors go behind the scenes to examine the complex negotiations between politicians and special interest groups that accompany policy making They identify the public and the private agendas guiding decision makers What emerges is a vivid portrait of professionals and politicians grappling over the control of education Accounts include the formulation of teacher evaluation policy in North Carolina Louisiana Connecticut Washington State and Great Britain Teacher and Student Evaluation Alyson Leah Lavigne, Thomas L. Good, 2013-09-05 Following the recent major school reform of Race to the Top schools teachers and students are increasingly evaluated through high stakes achievement test scores In six concise chapters Teacher and Student Evaluation explores the historical rise and modern landscape of accountability in American education and the current models of teacher evaluation The authors provide realistic and useful suggestions for responding to current accountability demands The authors explore the methodological concerns and policy implications of using value added and observational measures to make high stakes decisions After reaching the conclusion that these contemporary evaluation practices are flawed Alyson Lavigne and Thomas Good offer possible solutions that inform current and future teacher evaluation This book is a valuable resource for students of educational assessment as well as policy makers administrators and teachers who are currently building accountability plans The book is written in an accessible but authoritative fashion that practitioners policymakers and scholars will find useful Teacher Evaluation Kenneth D. Peterson, 2000-05-19 The original edition published in August 1995 challenges current teacher evaluation and school practice The book discusses stages of teacher choice teacher responsibilities for evaluation and suggests ways for teachers to become more involved and in control of their own evaluation Combining information and techniques from his academic studies and evaluation experiences Peterson presents a coherent field tested set of new practices for teacher evaluation The revised edition adds new chapters on the role of the principal in changed teacher evaluation how districts can transition from current practice to improved practices the use of national standards developments in using pupil achievement data and puts a new emphasis on developing sociologically The Internet as a resource for local development is encouraged 67 web sites are recommended as starting points New resources for local development have been added from extensive field testing and analysis forms have been improved and district level principles have been assembled Substantial material has been added on the topic of responding to deficient teacher practice Finally the research literature has been augmented *Evaluating Teaching* James H. Stronge, 1997-06-20 This book presents current research and thinking about teacher evaluation and provides a coherent and comprehensive approach to designing implementing and monitoring quality teacher evaluation systems Teacher Evaluation that Works!! William B. Ribas, 2005 Offers practical and effective methods for evaluating educators and provides districts with the tools to

systematically and cost effectively assess and revise their supervision and evaluation programs **Teacher Evaluation as a Growth Process** Dianna Whitlock Ed.D.,2020-05-17 While this book focuses on evaluation of teachers it is actually a book about fostering professional growth and improvement In our writings we provide support for teacher evaluation as a growth exercise and show how creating a feedback rich culture in a school nurtures this process The underlying theme is that evaluation data be utilized to drive professional development and growth leading to reduction of teacher attrition and improved learning for students At the heart of this feedback rich culture is the observation and evaluation process For evaluation to be an exercise in professional growth data must be collected and reviewed with the teacher so the administrator can provide support with transparency This culture also places an urgency on the teacher evaluation process that has been historically absent We include practical tips for creating this culture and maximizing opportunities for feedback and examine traditional methods of evaluation and why these fell short in giving meaningful feedback to teachers We will share innovative trends in teacher evaluation and how these can be utilized to drive teacher growth ultimately leading to improved student achievement As our nation faces a teacher shortage and increasing teacher attrition rate it is more vital than ever to retain and develop those currently practicing in the classroom We highlight a research study by the author of teachers who have been evaluated consistently over a three year period This is more than a how to book with a list of how to best implement the teacher evaluation process in your school Instead it is a how book with best practices from experienced administrators and research from experts in the field such as Charlotte Danielson Harvey Silver and Robert Marzano to guide educators to make informed decisions about implementing and improving their evaluation processes to meet their district s needs *Qualities of Effective Teachers* James H. Stronge,2018-03-21 Every teacher seeks to be an effective teacher Every teacher wants to have a positive remarkable and lasting influence on students lives But what makes for an effective teacher What role does teacher preparation play in teacher effectiveness What do effective teachers do during planning instruction and assessment How do they create a learning environment that engages and supports students And how do effective teachers interact with their students to promote the best opportunities and results for all In *Qualities of Effective Teachers* 3rd edition James H Stronge explores these questions and more as he synthesizes the literature on teacher effectiveness The result A research based framework for effective teaching that addresses Professional knowledge Instructional planning Instructional delivery Assessment Learning environment Professionalism Stronge also examines characteristics of effective teachers of at risk students and high ability students To bridge the gap between research and practice he includes checklists of skills and positive qualities associated with effective teacher performance as well as red flags that indicate that teachers may not be reaching their full potential in the classroom This resource is for any educator interested in improving teaching It offers research based advice for teachers who wish to improve their own performance as well guidance for teacher leaders and supervisors school administrators and department heads staff development specialists teacher and administrator

educators human resource specialists and education policymakers and their staffs Anyone who has a vested interest in students and their success can gain valuable insight and practical tools to ensure positive outcomes for all students New to the 3rd edition Introduction of the Framework for Effective Teaching and its six domains professional knowledge instructional planning instructional delivery assessment learning environment professionalism Chapter vignettes updated to illustrate the domains of the Framework for Effective Teaching Updated reference charts at the end of chapters keyed to the subdomains of the Framework for Effective Teaching and expanded to include references for 21 century teachers Twenty nine sidebars interspersed throughout chapters that provide state of the art supplementary text on effective teaching practices and research findings Updated Teacher Skills Assessment Checklist keyed to the domains of the Framework for Effective Teaching Updated Part 2 presents positive qualities and red flags associated with effective teachers keyed to the domains of the Framework for Effective Teaching More than 1 000 entries in the References

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