

Certificated Evaluation Purpose & Framework

Purposes of Evaluation Effective teacher evaluation systems inform, guide and enhance teachers' instructional practices to improve student academic outcomes. Evaluation processes and instruments provide teachers with meaningful feedback on areas of strength and areas requiring improvement, as well as ensure fair and evidence-based employment decisions. Teacher evaluation tools, integrated with high-quality professional development wherever possible, include formative and summative indicators that are aligned with the strategic plan of the District and school focus on student academic outcomes.

Options for Teacher Evaluation Framework

Source: <https://www.educationadvanced.com/blog/teacher-evaluation-systems-5-effective-teaching-practices>

1. The Framework for Teaching Model

The Framework for Teaching Model (FFT) is an evaluation framework developed by Dr. Charlotte Danielson. It provides a comprehensive structure for assessing and improving teaching practices.

Danielson's framework evaluates teachers based on four domains, namely:

- Planning and Preparation
- Learning Environments
- Learning Experiences
- Principled Teaching

Each domain includes specific components and indicators that capture various aspects of effective teaching. The FFT has become a widely adopted tool in academic environments because it consistently produces positive results.

Using the FFT model significantly improves the evaluation process and helps teachers to develop their skills, leading to better student performance.

A possible downside of the framework is its dependence on the level of understanding among evaluators and teachers. School administrators and teachers often need more training on the model to get the best results.

2. The Marzano Focused Teacher Evaluation Model

The Marzano Focused Teacher Evaluation Model is an approach to teacher evaluation developed by Dr. Robert Marzano. It provides a framework for assessing and improving teaching effectiveness using 23 key proficiencies grouped into four categories:

- Standards-Based Planning
- Standards-Based Instruction
- Conditions for Learning
- Professional Responsibilities

In addition to actual instructions teachers give in class, Marzano's research-based evaluation model focuses on core teaching elements including classroom strategies and student engagement.

The evaluation process guides administrators in rating each teaching element as "needs improvement" or "highly effective."

3. The Value-Added Model

The Value-Added Model (VAM) essentially measures the effectiveness of teachers based on the value they impart to student learning. VAM's evaluation process for calculating a teacher's value-added score involves the following steps:

- The evaluator collects students' background information and test scores from previous years to predict the following year's test scores.
- The administrator or evaluator measures students' performance to determine if it falls below, meets, or exceeds expectations.
- The evaluator uses the difference between the predicted and actual students' scores to calculate the teacher's value-added score.

While this model is great in theory, it relies heavily on students' performance to determine teachers' professional abilities. Also, it lacks the essential rubrics to clearly identify teachers with average teaching and classroom management skills.

4. 360-Degree Evaluation Tool

In a teacher evaluation setting, a 360-degree evaluation tool gathers feedback on a teacher's performance from multiple sources involved in the educational process. These sources may include students, fellow teachers, administrators, support staff, and student's families.

The 360-degree evaluation can assess various aspects of teaching, such as:

- Instructional methods
- Classroom management
- Rapport with students and colleagues
- Communication and collaboration with colleagues
- Professional responsibilities

Evaluating teachers this way allows for greater objectivity as it considers different perspectives and experiences. One study by Barbara L. McCombs, PhD., a senior research scientist at the University of Denver, shows that the best teacher evaluation models utilize a collaborative 360-degree assessment approach.

The feedback from this evaluation can help identify areas where the teacher excels and where they may need support or further professional development.

5. Teacher Observation

Observing teachers in the classroom is a traditional method for school administrators to assess teaching effectiveness. Using this method, school administrators can evaluate teachers by observing essential teaching elements, such as:

A teacher's classroom management

- The atmosphere the teacher creates
- The teacher's preparedness
- The teacher's handling of responsibilities

Teacher observation allows school administrators to track teachers' performance and see how they respond to feedback. Considering its well-designed rubrics, the method also gives evaluators relevant first-hand information about the rapport between teachers and students.

One of the potential problems with this teacher evaluation method is that the reliability of the observations depends on the observer, so evaluating teachers in this way may be subject to bias. In addition, teachers and students may behave differently when an evaluator is present.

This teacher evaluation method can be labor-intensive and time-consuming since it requires the physical presence and commitment of school administrators and evaluators.

Conclusion

Various teacher evaluation approaches have both positive and negative aspects. This suggests that combining key factors from different models can offer a more accurate and constructive result. According to research by the **Measures of Effective Teaching (MET) project**, combining teacher observations, value-added methods, and student feedback can provide a more balanced view of teacher performance.