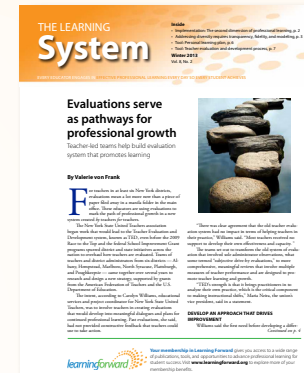


**Evaluations serve
as pathways for
professional growth**

Download the article and accompanying tools

This presentation is a supplement to the full article. Download more information, resources, and tools to help you implement these ideas in *The Learning System* (Winter, 2013).

Available at www.learningforward.org/publications/learning-system.



Source: von Frank, V. (2013, Winter). Evaluations serve as pathways for professional growth: Teacher-led teams help build evaluation system that promotes learning. *The Learning System* 8(2), pp.1, 4-5.



How the New York State United Teachers association led teams of teachers and district administrators in researching and designing a new teacher evaluation system that includes meaningful dialogues and plans for continued professional learning.

Source: von Frank, V. (2013, Winter). Evaluations serve as pathways for professional growth: Teacher-led teams help build evaluation system that promotes learning. *The Learning System* 8(2), pp.1, 4-5.



Develop an approach that drives improvement

Have clear standards to define effective teaching.

Create a rubric for evaluation that meets state requirements for performance reviews.

Use specific, measurable, observable behaviors that demonstrate effective teaching practices.

Source: von Frank, V. (2013, Winter). Evaluations serve as pathways for professional growth: Teacher-led teams help build evaluation system that promotes learning. *The Learning System* 8(2), pp.1, 4-5.



Establish constructive self-reflection

Teachers analyze their own practices, objectives, and beliefs, to discuss with an evaluator and peers.

Example questions:

- How do my plans for this year reflect the specific needs of my incoming students?
- How has any recent professional learning informed my understanding of teaching and learning for this year?

Source: von Frank, V. (2013, Winter). Evaluations serve as pathways for professional growth: Teacher-led teams help build evaluation system that promotes learning. *The Learning System* 8(2), pp.1, 4-5.



Include multiple measures

Pre-observation conference with the evaluator:

- Teacher's self-reflection.
- Lesson plan.
- Student learning objectives.
- Instructional strategies.
- How above elements relate to specific teaching standards.

Source: von Frank, V. (2013, Winter). Evaluations serve as pathways for professional growth: Teacher-led teams help build evaluation system that promotes learning. *The Learning System* 8(2), pp.1, 4-5.



Include multiple measures

At least one formal observation, possibly two, followed by a post-observation conference.

Evidence: interactions, procedures, pacing, instructional and questioning strategies, etc.

Provide evaluators professional learning in collecting data and structuring meaningful conversations about the evidence and ratings.

Source: von Frank, V. (2013, Winter). Evaluations serve as pathways for professional growth: Teacher-led teams help build evaluation system that promotes learning. *The Learning System* 8(2), pp.1, 4-5.



Create individual learning plans

Determine learning opportunities the teacher may have to advance practice.

Tie individual goals to school and district goals.

Outline specific professional learning and how it will be documented.

Source: von Frank, V. (2013, Winter). Evaluations serve as pathways for professional growth: Teacher-led teams help build evaluation system that promotes learning. *The Learning System* 8(2), pp.1, 4-5.



Incorporate evidence-based feedback

Take the information from the evaluations and help teachers grow and develop.

Review what actions will benefit the individual.

Craft the professional development around differentiated needs.

Source: von Frank, V. (2013, Winter). Evaluations serve as pathways for professional growth: Teacher-led teams help build evaluation system that promotes learning. *The Learning System* 8(2), pp.1, 4-5.



Build on trust

Remember that evaluations are not a “gotcha system” to remove the ineffective educator.

Source: von Frank, V. (2013, Winter). Evaluations serve as pathways for professional growth: Teacher-led teams help build evaluation system that promotes learning. *The Learning System* 8(2), pp.1, 4-5.



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