

The power of observation: 5 ways to ensure teacher evaluations lead to teacher growth

Principals who pay attention to different measures of teacher effectiveness and hone their abilities to be effective, objective observers provide more meaningful teacher evaluations that promote teacher growth.

Source: von Frank, V. (2013, Winter). The power of observation: 5 ways to ensure teacher evaluations lead to teacher growth. *The Learning Principal*. 8(2), pp.1, 4-5.



Unpack the rubric

- Review the district's evaluation rubric early to develop a shared understanding of how the district is defining good teaching.
- Discuss with staff where to focus.
- Talk about what each element of the rubric would look like in practice.

Source: von Frank, V. (2013, Winter). The power of observation: 5 ways to ensure teacher evaluations lead to teacher growth. *The Learning Principal*. 8(2), pp.1, 4-5.



Move beyond test scores

- Broaden the definition of student results.
 - Student surveys
 - Student learning data
 - Observations
 - What else?

Source: von Frank, V. (2013, Winter). The power of observation: 5 ways to ensure teacher evaluations lead to teacher growth. *The Learning Principal*. 8(2), pp.1, 4-5.



Have teachers provide data

- Teachers in some states provide their own evidence of student results.
- Have teachers think about how they're making progress and what data do not show up in tests.

Source: von Frank, V. (2013, Winter). The power of observation: 5 ways to ensure teacher evaluations lead to teacher growth. *The Learning Principal*. 8(2), pp.1, 4-5.



See daily practice, daily

- Announced observations create unnatural situations.
- “You’re not scoring the teacher...You’re forming an impression.”
- Follow each visit with an informal, brief conversation.
- Get a cross-section of information about instruction throughout the school to develop whole-faculty professional learning.

Source: von Frank, V. (2013, Winter). The power of observation: 5 ways to ensure teacher evaluations lead to teacher growth. *The Learning Principal*. 8(2), pp.1, 4-5.



Develop observation skills

- Notice what's important.
- Know what to expect.
- Co-observe to develop skills.
- Take literal notes.
- Avoid technology.
- Invest in professional learning.

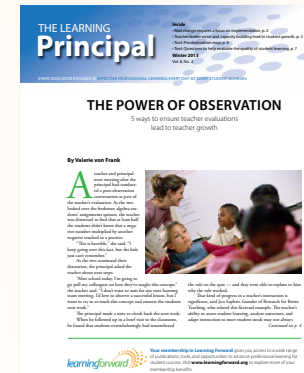
Source: von Frank, V. (2013, Winter). The power of observation: 5 ways to ensure teacher evaluations lead to teacher growth. *The Learning Principal*. 8(2), pp.1, 4-5.



Download the article and accompanying tools

Read the full article, with more information, resources, and tools to help you implement these ideas in *The Learning Principal* (Winter, 2013).

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



Source: von Frank, V. (2013, Winter). The power of observation: 5 ways to ensure teacher evaluations lead to teacher growth. *The Learning Principal*. 8(2), pp.1, 4-5.



Learn more with



Learn more about professional learning at all levels of education with **Learning Forward**, an international nonprofit association of learning educators:

www.learningforward.org

Membership in Learning Forward gives you access to a wide range of **publications, tools, and opportunities** to advance professional learning for student success.