

In my view: THIS IS OUR EDUCATOR

For each statement below, mark how you would assess your school, district, or organization's educator evaluation system.

		ALWAYS	SOMETIMES	NEVER
1	Our evaluation system supports the ongoing development of educators.			
2	Our evaluation system gives educators valuable feedback to support their growth as individuals.			
3	Our evaluation system gives educators valuable feedback that supports their collaborative learning work at the team level.			
4	Our evaluation system gives educators valuable feedback that supports their collaborative learning work at the school and/or system level.			
5	Our evaluation system connects individual improvement goals to team, school, and/or system goals.			
6	Our evaluation system offers support to individuals at every level — teachers, school leaders, and central office leaders.			
7	Our evaluation system includes sufficient support for the supervisors, observers, and others with roles conducting evaluation processes.			
8	Our evaluation system is evolving to better meet the needs of our school or district.			

IN THIS ISSUE OF JSD

THE LEARNING STARTS HERE ▼

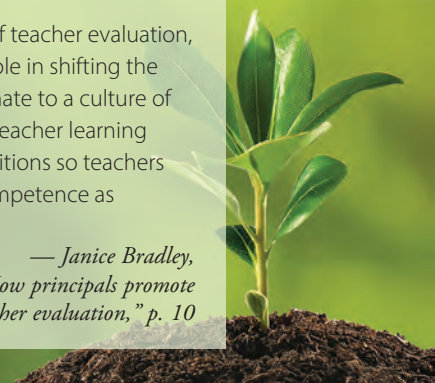
If you're interested in ...	Start with the article on page ...
• The principal's role	10
• Strategies that promote teacher growth	16, 24, 30, 36, 40
• The intersection of policy and practice	44
• Systemwide reform	10, 30, 40, 72

powerful words

“In the current context of teacher evaluation, principals serve a key role in shifting the punitive ‘gotcha’ school climate to a culture of growth and excitement for teacher learning by creating supportive conditions so teachers develop confidence and competence as effective educators.”

— Janice Bradley,

“From ‘gotcha’ to growth: How principals promote learning in the context of teacher evaluation,” p. 10



EVALUATION SYSTEM TODAY

HOW CAN I HELP? TAKING OUR EVALUATION SYSTEM TO THE NEXT LEVEL

A	Of the questions on p. 8, my greatest challenge or concern is related to:
B	What one or two goals can I work on to advance how our evaluation system supports educators' continuous improvement?
C	What do I need to learn to achieve my evaluation system-related goals?
D	With whom can I work to advance how our system supports continuous improvement?
E	What will be indicators of success that I am helping to advance how our system supports continuous improvement?

ENGAGING TEACHERS IN EVALUATION REFORM

Too often, teachers' voices are left out when new teacher evaluation systems are designed and implemented because it can be difficult to incorporate them. A website developed by Public Agenda and American Institutes for Research, with support from the Bill & Melinda Gates Foundation, provides strategies to include teachers in the conversation.

The Everyone at the Table materials are designed to facilitate teacher involvement in evaluation reform. Materials can be used independently, as part of a task force, or with engagement teams. Topics include:

- Sample plans for teacher conversations;
- Strategies and tips for recruiting teachers;

- Strategies for convening engagement teams;
- Videos and PowerPoint presentations;
- Guides for moderators and leaders; and
- Teacher handouts.

The moderator's guide describes activities that can be used during discussions of teacher evaluation systems. Teacher handouts can be downloaded individually, and all documents are provided in Microsoft Word so that users can edit and adapt them to meet the specific needs of their school, district, or state.

www.everyoneatthetable.org

includes materials for principals, superintendents, other administrators, and teachers that are flexible, practical, effective, and meant to be adapted to fit specific contexts.