Establishing a Highly Effective Local Evaluation Committee

Advocating Around Evaluation
Goals

- Define the role of a local evaluation committee
- Establish Best Practices
- Develop means of analyzing Evaluation Data
- Describe the activities of a highly effective local evaluation committee

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Purpose of the Local Evaluation Committee

What do you think?
Purpose – Increase Knowledge

- Educate members about the Teacher Practice instrument
- Teach members how to advocate for each other and themselves around evaluation
- Inform members about means for achieving highly effective on evaluation

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Purpose – Organizing & Advocacy

- Develop skills around response / rebuttal writing.
- Incorporate the teacher practice tool into mentoring.
- Identify expertise within the membership.
- Create opportunities for active member involvement.

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Purpose – Enforcement of Best Practice

- Collect and analyze teacher evaluation data
- Ensure that teacher evaluations are conducted consistently and in light of the established criteria across administrators
- Take action when best practices are being violated

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Getting Started

(add Image)
## Organizing Around Evaluation

### Response / Rebuttal Team
- **Know =** What are you already doing around response to evaluation?
- **Want =** What questions do you need answered?
- **Learned =** At the end of this process, what new knowledge do you have?

### Data Team
- **Know =** What are you already doing with data around evaluation?
- **Want =** What questions do you need answered?
- **Learned =** At the end of this process, what new knowledge / tools do you have?
Advocacy & Evaluation

Best Practices – Response / Rebuttal Writing
Best Practices – Response / Rebuttal Writing

- Have a team with members in every building
  - Mix of ARs and general members
  - Experts in the teacher practice tool
  - Meets regularly with groups of members and local leadership
  - Other qualities of the team?

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Best Practices – Response / Rebuttal Writing

- Response / Rebuttal written to EVERY observation
  - Members need to tell their side of the story
  - Responses are shared with the team / local leadership
- Responses mirror the language of the teacher practice tool and the administrator’s feedback

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Making Meaning of Evaluation Data

Best Practices – Collecting, Interpreting, and Using Data
Best Practices – Collecting Data

- Collecting Data
  - Method for gathering evaluation data
    - Paper copies
    - Scan and send (email address or dropbox.com)
  - Google Forms – build a form that mirrors the teacher practice tool.
    - Members enter evaluation data
    - Data is then organized into a spreadsheet for processing

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Best Practices – Interpreting Data

- Mean Gap Analysis
  - Modal gap analysis may also be helpful

- Variance
  - Inter rater
  - Intra rater

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Best Practices - Using Data

- Identifying domain experts among the faculty
  - Mentoring opportunities
  - OPD / advocacy opportunities
- Provides opportunity to intervene with faculty members who are struggling before it becomes a crisis
- Identifying school / district wide needs
- Create administrator profiles
  - Informs member practice when these administrators conduct an observation
  - Informs discussion with upper administration / board when certain administrators are engaging in capricious / arbitrary evaluation
- Informs actions of DEAC to reduce rater bias

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Next Steps