

Establishing a Highly Effective Local Evaluation Committee

Advocating Around Evaluation

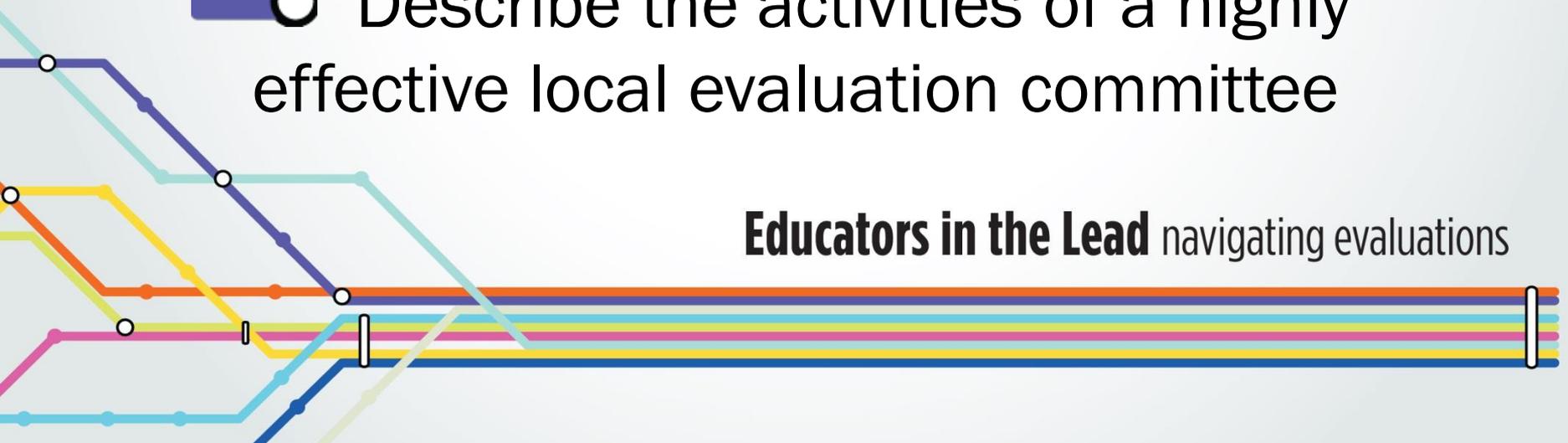
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Goals

- 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

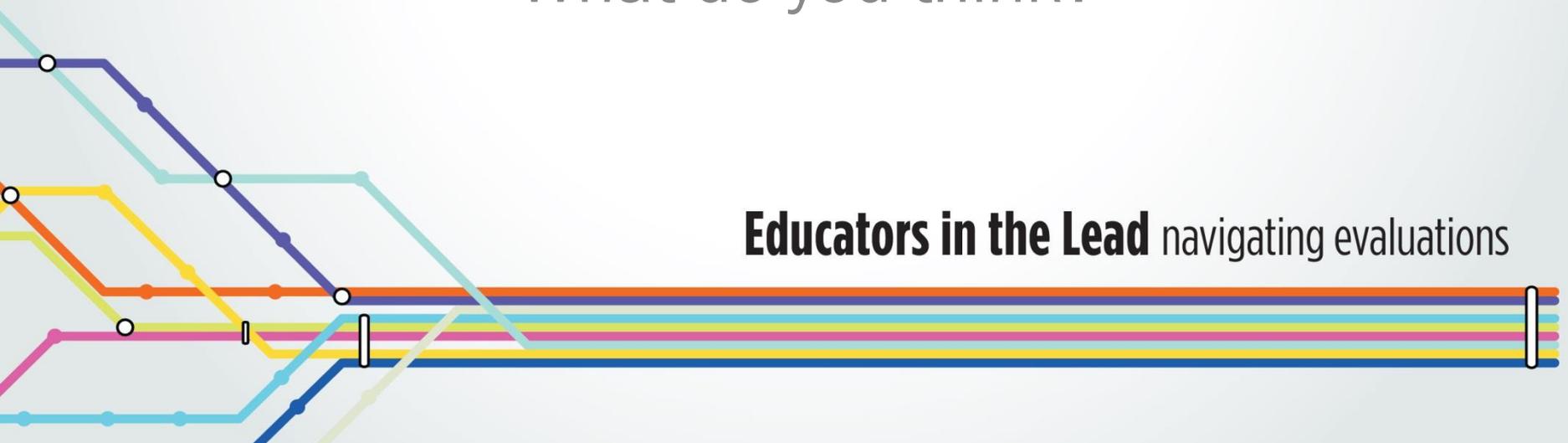
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Purpose of the Local Evaluation Committee

What do you think?

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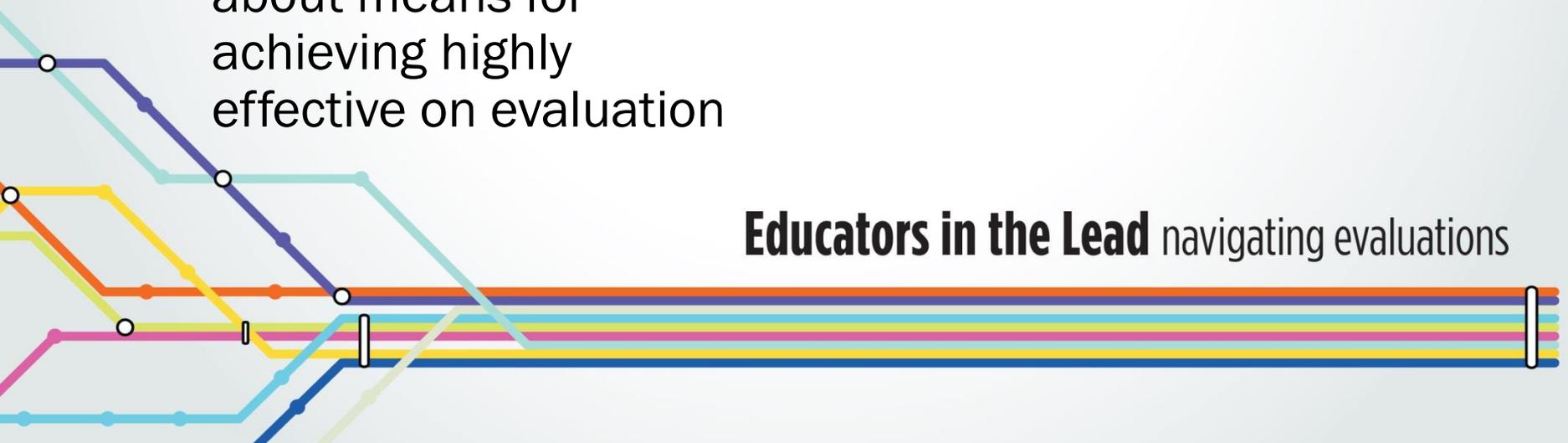
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Purpose – Increase Knowledge

- 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

(Add Image)

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Purpose – Organizing & Advocacy

(Add Image)

- 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

(Add Image)

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Getting Started

(add Image)

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Organizing Around Evaluation

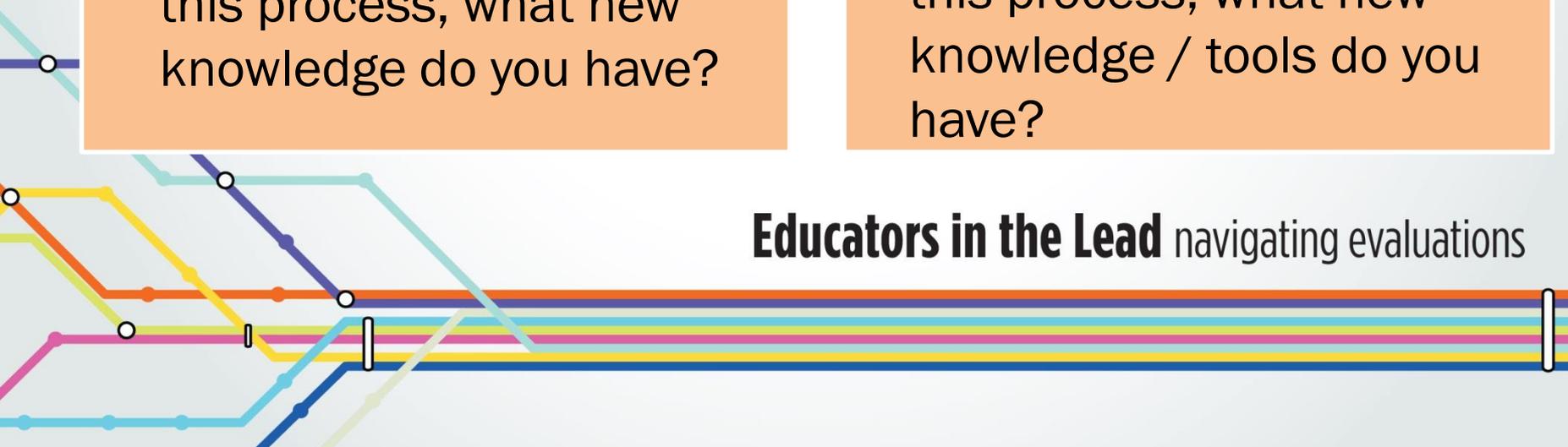
Response / Rebuttal Team

- 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?

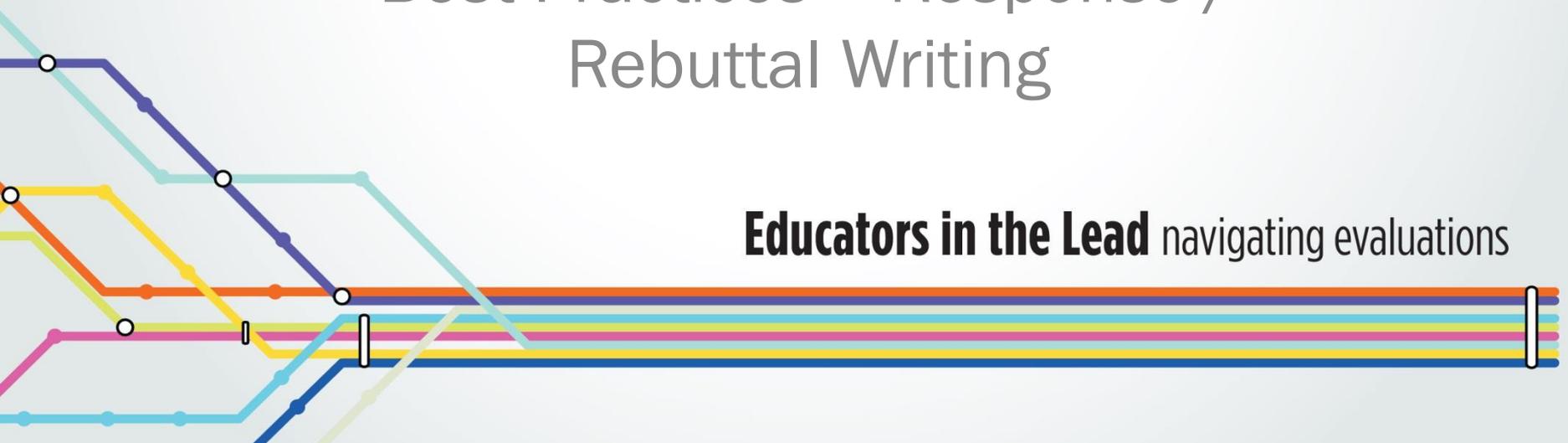
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Advocacy & Evaluation

Best Practices – Response /
Rebuttal Writing

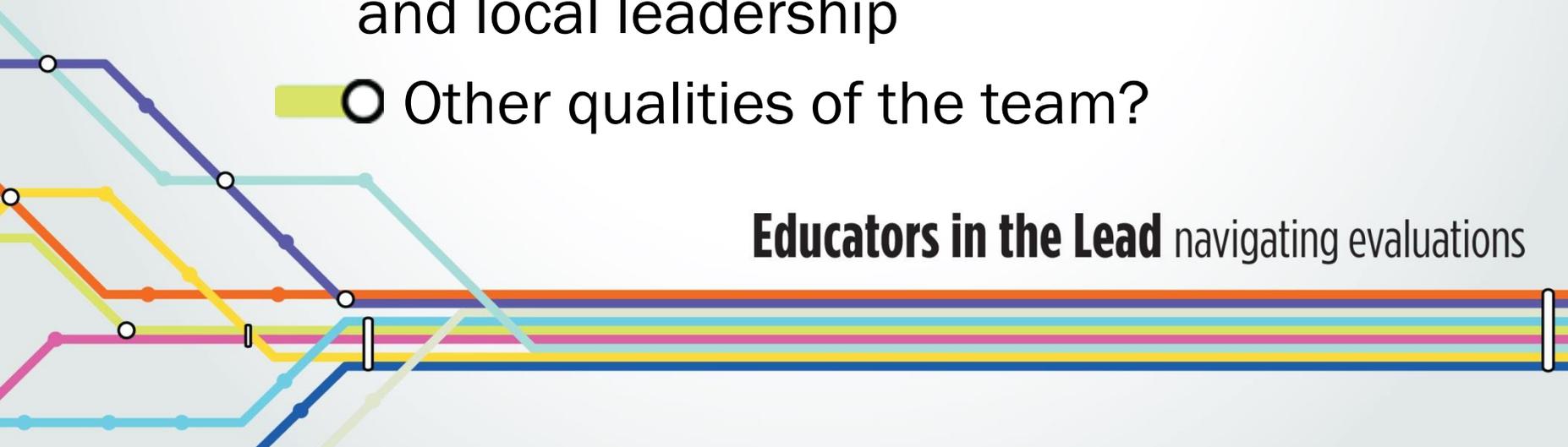
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Best Practices – Response / Rebuttal Writing

- 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

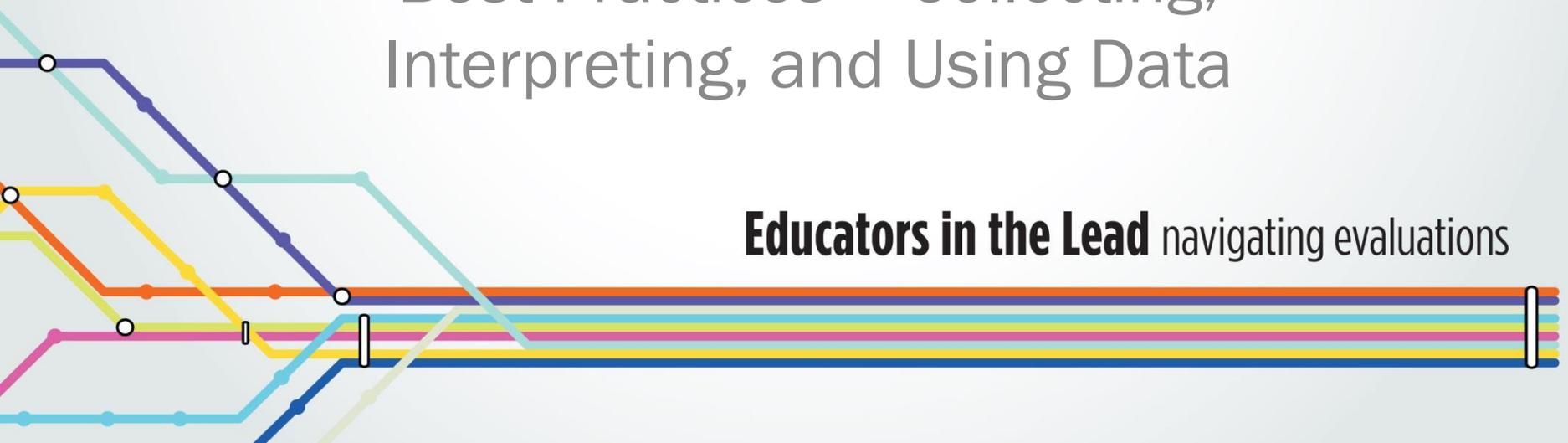
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Making Meaning of Evaluation Data

Best Practices – Collecting,
Interpreting, and Using Data

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Best Practices – Collecting Data

○ Collecting Data

○ Method for gathering evaluation data

○ Paper copies

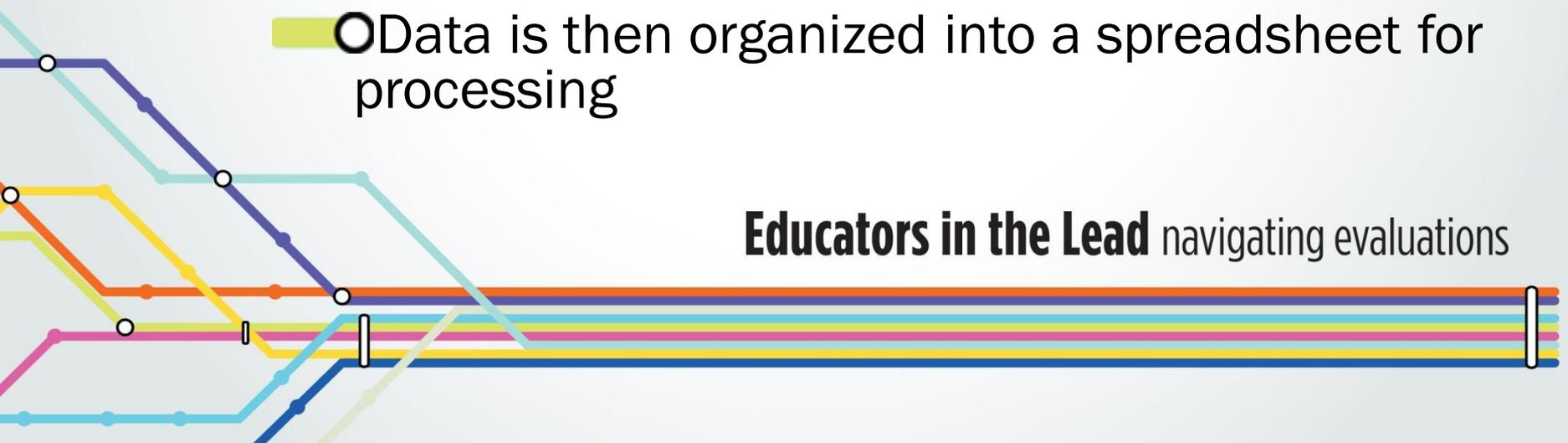
○ Scan and send (email address or dropbox.com)

○ Google Forms – build a form that mirrors the teacher practice tool.

○ Members enter evaluation data

○ Data is then organized into a spreadsheet for processing

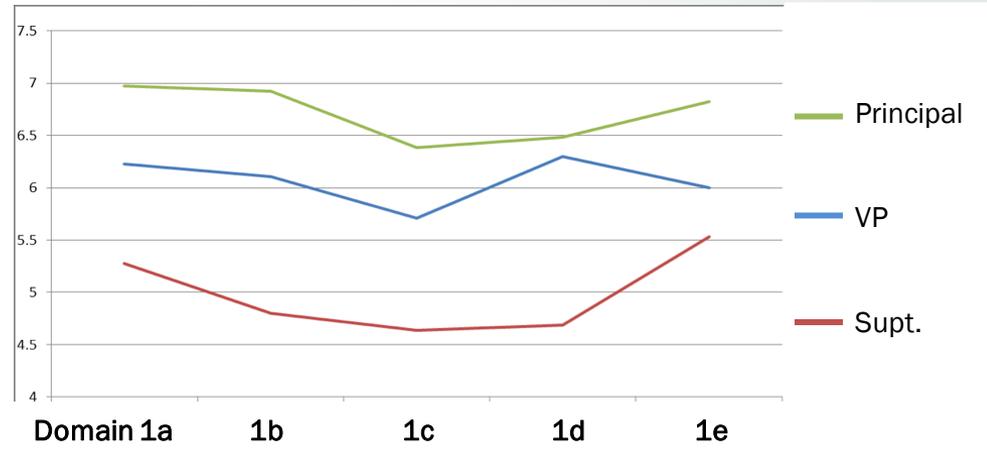
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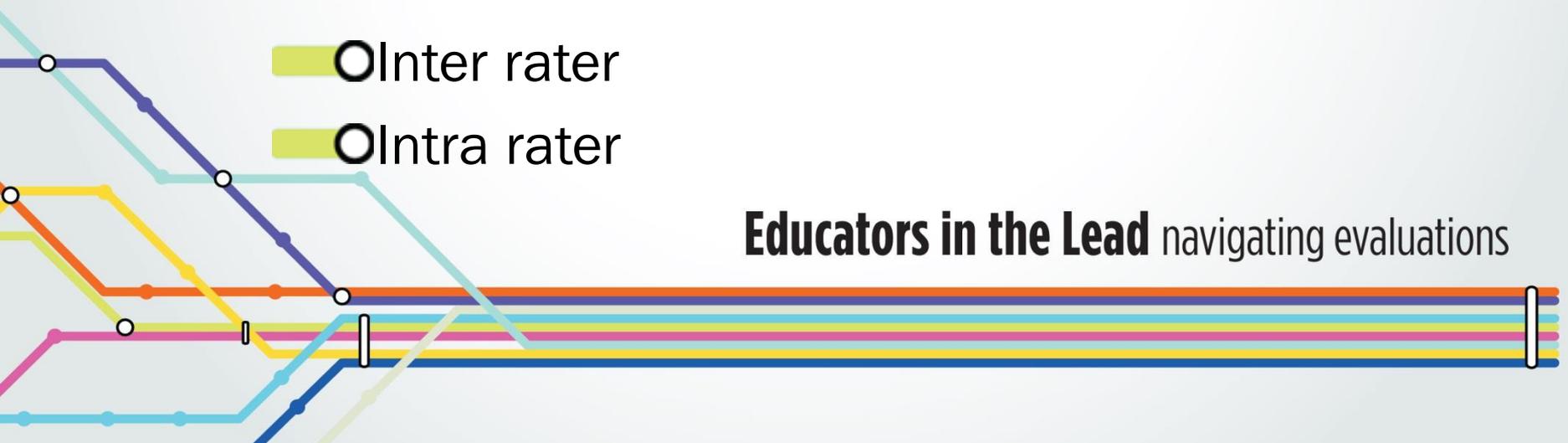
Best Practices – Interpreting Data

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

- Variance
- Inter rater
- Intra rater



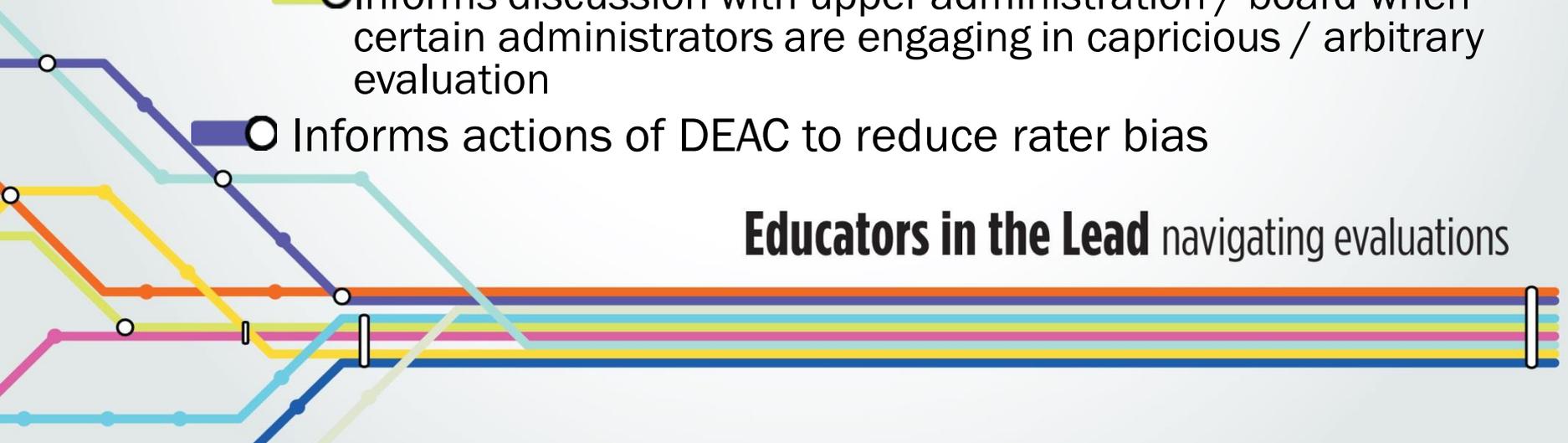
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Best Practices - Using Data

- 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

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