

USD 378 Performance-Based Teacher Evaluation

Summary of Contents

Note: State legislation laws require all procedures used for teacher evaluation to be mandatorily negotiable. This document was designed to serve as a good model for evaluating teaching performance. The criteria used on pages 5-8 are not mandatorily negotiable. However, the process, including the timeline and other procedures, should be discussed with the bargaining unit. The board should always have language in the negotiated agreement to reserve the right to set criteria.

This evaluation mirrors the responsibilities noted in the Teacher's Job Description. The job description, in turn, reflects the basic tenet of the state's Quality Performance Accreditation system: students are to be taught and growth in their learning is to be measured. Teaching and learning are to occur in a safe and orderly environment and are to be done in a manner that respects the state and community stakeholders' investment of resources. The evaluation also provides the opportunity to include ongoing, personal goals as a stand-alone performance area. By doing so, the evaluation contains a dynamic quality that is essential to evaluation legitimacy. The following explains what is contained in this evaluation instrument and the recommended method for performing the evaluation.

The first item included in this section is a sample teacher's job description. A good job description is vital to the evaluation process and the individual to be evaluated should be aware of the board-approved job description's content.

Next is a description of the procedure used for the evaluation of the teacher. Each task is briefly explained on the left and the recommended timeframe for completion is listed on the right. This chart can be used as a quick reference guide to each step of the evaluation is carried out in an accurate and timely manner.

Immediately following the procedure chart is the evaluation instrument. (Both the procedures and the instrument are negotiable.) The teacher should first do a self-evaluation. Two options are presented to the teacher. If the teacher believes he or she has adequately demonstrated the competency, he or she would mark the MET column and explain the evidence that led to that conclusion. If a competency has not been adequately demonstrated, the NOT MET box would be marked, and he or she would explain the evidence leading to that conclusion. Documents should be compiled that help validate the self-evaluation. The teacher would then identify, based on the self-evaluation, no more than four performance areas on which to focus his or her improvement efforts. (Targeting more than four will make it difficult for the teacher to address them adequately. When performance is already at a high level, sustaining performance and refining/replicating achievement become the targeted areas.) The principal should then receive the instrument, summary and the supporting documents. The principal completes the instrument using the documents provided by the teacher and other sources suggested on pages 16 and 17. The principal, using input from the teacher's suggestions, generates no more than four areas of improvement. The teacher

The procedures of evaluation are mandatorily negotiable. The criteria are not. The two, for the most part, have become interwoven to the point most negotiated agreements have sufficient language to where the whole evaluation instrument is subject to negotiations. Recognize this as the district considers any changes in the current instrument.

Performancebased Teacher Education Design Alternatives The Concept Of Unity

**Henry Del Schalock, Bert Y. Kersh, Jesse
Howard Garrison, American Association
of Colleges for Teacher Education.
Committee on Performance-Based
Teacher Education**

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Performance-based Teacher Education Design Alternatives Bruce R. Joyce, Jonas F. Soltis, Marsha Weil, American Association of Colleges for Teacher Education. Committee on Performance-Based Teacher Education, 1974 Resources in Education, 1999-10 *Digital Video for Teacher Education* Brendan Calandra, Peter J. Rich, 2014-08-07 Digital video use is becoming prevalent in teacher education as a tool to help improve teaching and learning and for assessing effective teaching Timely and comprehensive this volume brings together top scholars from multiple disciplines to provide sound theoretical frameworks research based support and clear practical advice on a variety of unique approaches to using digital video in teacher education programs Part I deals with the use of video for teacher learning Part II focuses on the role played by those other than teachers in the effective use of digital video in teacher education programs Part III addresses how to administer video for teacher education Exploring the complexities of effectively and appropriately integrating digital video into teacher development at various stages this book is a must have resource for scholars and professionals in the field *Instructional Patterns* Larry C. Holt, Marcella L. Kysilka, 2006 I like the mix of theory and research background with thorough descriptions of classroom use vignettes and how to s Teresa Secules Piedmont College *Instructional Patterns Strategies for Maximizing Student Learning* examines instruction from the learners point of view by showing how instructional patterns can be used to maximize the potential for students to learn This book explores the interactive patterns that exist in today s classroom and demonstrates how teachers can facilitate the interactivity of these patterns to match their goals for student learning These interactive patterns are reinforced through the incorporation of medical cognitive and behavioral neuroscience research This unique book will serve as a core text for undergraduate and graduate courses in K 12 General Teaching Methods Middle School and Secondary Teaching Methods Elementary Teaching Methods or Instruction and Assessment Key Features Guides students in differentiating instructional practices to meet the needs of all students as well as in the practical issues of instruction Details interactive instructional patterns that include teacher centered patterns teacher student interactive patterns and student centered patterns Instructor Resources on CD contains PowerPoint slides test questions includes Multiple Choice Short Answer and Essay format and answers lecture outlines teaching activities Web resources and sample syllabi A web based Student Study Site provides e flashcards links to standards from U S states standards based project Web resources and access to full text articles in SAGE journals related to the text **Instructional Models in Reading** Steven A. Stahl, David A. Hayes, 2013-04-03 This book started with a simple idea examine models of reading instruction that have emerged during the past 20 years These models span a wide range of instruction representing a continuum from highly structured task analytic instruction to child centered and holistic instruction Each model has its own epistemology or views on how reading and instruction are to be defined The different epistemologies indicate different principles of instruction which in turn indicate different practices in the classroom Each model is also supported by a different research base In this

volume leading proponents of these different models discuss their ideas about reading instruction thereby encouraging readers to make their own comparisons and contrasts The chapter authors seem to adopt the editors eclectic approach to some greater or lesser extent incorporating aspects of other models into their instruction as they see other goals Thus models of reading instruction are complex Complicating matters further is the fact that teachers hold their own models of reading which may or may not be congruent with those discussed here Although academically developed models influence college preservice and in service instruction teachers own models of reading filter the information that they take from what they learn from these perspectives By carefully examining these variables this book makes a firm contribution toward disciplined inquiry into what it means to teach reading

A Model Developed for the Analysis and Evaluation of the Administration and Operation of a Competency-based System and Field Tested with National College of Education Harold Blaine Street,1977 *PBTE* Eugenia Kemble,Bernard H. McKenna,1975 *Trends and Innovations in Teacher Education* Pierre Laderrière,1975 *Changing Teacher Education in a Large Urban University* Frederic T. Giles,Clifford Donald Foster,1972 **Annual Report of the North Central Association Teacher Education Summer Workshop** ,1975

Assessment and Research in Teacher Education Donald Matthias Medley,Robert S. Soar,Ruth Soar,American Association of Colleges for Teacher Education. Committee on Performance-Based Teacher Education,1975 **Exploring Competency Based Education** W. Robert Houston,1974 **Bulletin of the International Bureau of Education** International Bureau of Education,1975 *From Commitment to Practice* Henry Del Schalock,Bert Y. Kersh,Jesse Howard Garrison,American Association of Colleges for Teacher Education. Committee on Performance-Based Teacher Education,1976 *Preparation of Teachers of the Mentally Impaired* Kowalski (Sister Gabrielle),1977 **Educational Documentation and Information** ,1975 **Library of Congress Catalogs** Library of Congress,1976 *Perspective* Gilbert A. Jarvis,1975 *New Directions for Education* ,1973 *Teacher Evaluation* Canadian Teachers' Federation,1975

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