

2.4

Teacher Supervision and Evaluation

2.4.1 Definitions

Supervision is a collaborative process by which principals observe and gather information in order to support, guide and provide professional growth opportunities for teachers.

Evaluation refers to formal processes that involve a point-in-time judgment and written appraisal by an employer of a teacher's professional competence and effectiveness.

2.4.2 Beliefs

- (1) Teachers should embrace supervision and evaluation processes as opportunities for personal and professional reflection and growth.
- (2) Supervision and evaluation of teachers is best conducted in a school and work environment characterized by:
 - (a) Respectful and mutually supportive relationships that cultivate trust among teachers, principals and out-of-scope administrators.
 - (b) Transparent, fair and unbiased practices and decision-making that reflect the principles of natural justice including due process and notice.
 - (c) Policies, supports and resources that encourage teachers in achieving their own personal and professional aspirations and in meeting the expectations of the employer.
- (3) An effective teacher supervision process should:
 - (a) Include the individual teacher's personal experiences, knowledge and aspirations for their professional practice.
 - (b) Be conducted in collaboration with principals who possess the professional responsibility, qualifications and specialized training to identify the assistance and resources required to support the teacher's success.
 - (c) Be complementary to other teacher supports and processes which foster effective teaching and learning as well as student and teacher success.
- (4) An effective evaluation of a teacher's practice and performance should:
 - (a) Be informed by observations and information gathered during supervision processes.
 - (b) Be conducted by out-of-scope administrators who possess the professional responsibility, qualifications and specialized training required to carry out such employee evaluations.
 - (c) Include a process for a teacher to be heard and to appeal the judgment should he or she believe necessary.
- (5) Therefore, teachers individually and collectively:
 - (a) Advocate for the collaborative development of policies and processes to facilitate effective teacher supervision and evaluation.
 - (b) Model respectful communication and engagement in teacher supervision and employer evaluation processes.
 - (c) Advocate for access to professional growth opportunities for teachers, principals and out-of-scope administrators to further support carrying out their professional, supervisory and evaluative roles, respectively.

(2015)

School Administrators Handbook Of Teacher Supervision And Evaluation Methods

Ronald T. Hyman



School Administrators Handbook Of Teacher Supervision And Evaluation Methods:

School Administrator's Handbook of Teacher Supervision and Evaluation Methods Ronald T. Hyman, 1975 School Principal's Handbook of Evaluation Guidelines John Frank, 1979 **Resources in Education**, 1996 *Administrator's Guide to New Programs for Faculty Management and Evaluation* Rita Dunn, Kenneth J. Dunn, 1976 **An Administrator's Guide for Evaluating Programs and Personnel** Edward F. DeRoche, 1987 **Supervision for Today's Schools** George E. Pawlas, Peter F. Oliva, 2007-06-29 Specifically designed for the introductory course this text provides an overview of the field of instructional supervision Acquaints students with not only the authors views on supervision but with those of other specialists in the field placing heavy emphasis on practice and the supervisor s responsibilities as an instructional leader Continues to stress that the relationship between the supervisor and teacher is built on trust and that the overall goal is to improve student achievement through better instruction *Research bulletin*, 1929 **NEA Research Bulletin**, 1928

Supervision for Today's Schools Peter F. Oliva, 1984 **Handbook of Research on the Education of School Leaders** Michelle D. Young, Gary M. Crow, 2016-08-19 The Handbook of Research on the Education of School Leaders brings together empirical research on leadership preparation and development to provide a comprehensive overview and synthesis of what we know about preparing school leaders today With contributions from the field s foremost scholars this new edition investigates the methodological foundations of leadership preparation research reviews the pedagogical and curricular features of preparation programs and presents valuable insights into the demographic economic and political factors affecting school leaders This volume both mirrors the first edition s macro level approach to leadership preparation and presents the most up to date research in the field Updates to this edition cover recent state and federal government efforts to improve leadership in education new challenges for the field and significant gaps and critical questions for framing researching evaluating and improving the education of school leaders Sponsored by the University Council of Educational Administration UCEA this handbook is an essential resource for students and scholars of educational leadership as well as practitioners policymakers and other educators interested in professional leadership Bilingual Program Management George P. DeGeorge, 1985 A collection of essays on the management of bilingual education programs is organized in three units managing in a culturally diverse setting balancing critical interactions and special issues The following papers are included Recruiting and Retaining Competent Personnel for Bilingual Education Programs Joan E Friedenberg Curtis H Bradley Leadership and Motivation in a Changing Environment William M Bloomfield Managing Conflict Dealing Productively with Differing Ideas Priorities and Goals Emily J Shamieh Performance Appraisal Using Feedback for Staff Development Jill Izett McCarthy Environmental Considerations in the Success of the Bilingual Program Sylvia R Cowan Management of Bilingual Programs The Local Community Context Terry L Baker Dori Collazo Governmental Context of the Bilingual Program National and State Myrna Delgado Barney Berube Some Considerations in Planning Your Inservice Training Component

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Elementary Principal's Resource Book Marcia N. Norton, Gene St. Paul, 1985 The School Principalship Clinton R. Downing, 1983 **Research in Education** ,1973 *Supervisory Leadership* Don M. Beach, Judy Reinhartz, 2000

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The Wiley Handbook of Educational Supervision Sally J. Zepeda, Judith A. Ponticell, 2018-09-17 An authoritative guide to educational supervision in today s complex environment The Wiley Handbook of Educational Supervision offers a comprehensive resource that explores the evolution of supervision through contributions from a panel of noted experts The text explores a wealth of topics including recent and dramatic changes in the complex context of today s schools This important resource Describes supervision in a historical context Includes a review of adult learning and professional community Reviews new teacher preparation and comprehensive induction systems Contains perspectives on administrative feedback peer coaching and collaboration Presents information on professional development and job embedding learning Examines policy and implementation challenges in teacher evaluation Written for researchers policy analysts school administrators and supervisors The Wiley Handbook of Educational Supervision draws on concepts theories and research from other closely related fields of study to enhance and challenge our understanding of educational supervision *Principles and Practices for Effective Teacher*

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