

Rethinking Teacher Supervision And Evaluation How To Work Smart Build Collaboration And Close The Achievement Gap

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Teacher supervision and evaluation that emphasizes fairness, excellence, and achievement In this thoroughly revised and updated edition of his bestselling book, education expert Kim Marshall shows how to break away from the typical and often ineffective evaluation approaches in which principals use infrequent classroom visits or rely on standardized test scores to assess a teacher's performance. Marshall proposes a broader framework for supervision and evaluation that enlists teachers in improving the performance of all students. Revised edition of the classic book on teacher supervision and evaluation Includes thoughts on iPad and iPhone aps for classroom observation Offers new chart on how principals can manage ten mini-observations per teacher per year Contains new thoughts on merit pay, a different approach to the test-score argument from Arne Duncan This vital resource also includes extensive tools and advice for managing time as well as ideas for using supervision and evaluation practices to foster teacher professional development.

In this important book, education expert Kim Marshall shows how to break away from the typical and often ineffective evaluation approaches in which principals use infrequent classroom visits or rely on standardized test scores to assess a teacher's performance. Marshall proposes a broader framework for supervision and evaluation that enlists teachers in improving the performance of all students. Emphasizing trust-building and teamwork, Marshall's innovative, four-part framework shifts the focus from periodically evaluating teaching to continuously analyzing learning. This book offers school principals a guide for implementing Marshall's framework and shows how to make frequent, informal classroom visits followed by candid feedback to each teacher; work with teacher teams to plan thoughtful curriculum units rather than focusing on individual lessons; get teachers as teams involved in low-stakes analysis of interim assessment results to fine-tune their teaching and help struggling students; and use compact rubrics for summative teacher evaluation. This vital resource also includes extensive tools and advice for managing time as well as ideas for using supervision and evaluation practices to foster teacher professional development.

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In this essential new book, best-selling author and researcher Robert J. Marzano and teacher-effectiveness expert Michael D. Toth lay out a framework for the "next generation" of teacher evaluation: a model focused primarily on helping educators develop and improve their practice. By taking into account multiple accurate, data-rich measures of teacher performance and student growth, the model ensures that all teachers receive fair, meaningful, and reliable evaluations. The book includes * Standards, rubrics, and suggested rating methodologies; * A detailed, five-phase plan for implementing the model; * Guidelines for calibrating evaluation criteria according to teachers' experience levels; * A step-by-step guide to creating a coaching program for teachers who require intervention; and * Recommendations for using technology platforms to enable teacher collaboration. Teacher evaluation has too often focused on affixing ratings to teachers rather than helping them grow into mastery. The practical, field-tested model proposed in Teacher Evaluation That Makes a Difference has everything your school or district needs to provide teachers--and, by extension, their students--with the support necessary for success.

Teacher evaluation systems are being overhauled by states and districts across the United States. And, while intentions are admirable, the result for many new systems is that goodoften excellentteachers are lost in the process. In the end, students are the losers. In her new book, Linda Darling-Hammond makes a compelling case for a research-based approach to teacher evaluation that supports collaborative models of teacher planning and learning. She outlines the most current research informing evaluation of teaching practice that incorporates evidence of what teachers do and what their students learn. In addition, she examines the harmful consequences of using any single student test as a basis for evaluating individual teachers. Finally, Darling-Hammond offers a vision of teacher evaluation as part of a teaching and learning system that supports continuous improvement, both for individual teachers and for the profession as a whole.

For years, Kim Marshall and Jenn David-Lang have been considered "designated readers," curating ideas and research for busy frontline educators. Kim's weekly Marshall Memo summarizes the best articles from more than sixty magazines and journals.

Lead successful, lasting reform in your school or district! No matter what change your school or district is facing, this definitive book shows how to involve school and district leaders every step of the way. Developed by pioneers of K-12 change management, the Concerns-Based Adoption Model (CBAM) enables you to: Understand, predict, and address teacher concerns and reactions Use a series of powerful Learning Maps to help individuals and teams manage change See CBAM in action through a running case study Build credibility and trust to set a foundation for meaningful, lasting change

In Effective Supervision, Robert J. Marzano, Tony Frontier, and David Livingston show school and district-level administrators how to set the priorities and support the practices that will help all teachers become expert teachers. Their five-part framework is based on what research tells us about how expertise develops. When these five conditions are attended to in a systematic way, teachers do improve their skills: * A well-articulated knowledge base for teaching * Opportunities for teachers to practice specific strategies or behaviors and to receive feedback * Opportunities for teachers to observe and discuss expertise * Clear criteria for success and help constructing professional growth and development plans * Recognition of the different stages of development progressing toward expertise. The focus is on developing a collegial atmosphere in which teachers can freely share effective practices with each other, observe one another's classrooms, and receive focused feedback on their teaching strategies. The constructive dynamics of this approach always keep in sight the aim of enhancing students' well-being and achievement. As the authors note, "The ultimate criterion for expert performance in the classroom is student achievement. Anything else misses the point."

This book discusses four approaches to incorporating student achievement in teacher evaluation. Seven chapters discuss: (1) "Teacher Evaluation and Student Achievement: An Introduction to the Issues"; (2) "What is the Relationship between Teaching and Learning?" (e.g., whether teachers are responsible for student learning and how to measure student learning); (3) "Assessing Teacher Performance through Comparative Student Growth: The Dallas Value-Added Accountability System"; (4) "Assessing Teacher Performance through Repeated Measures of Student Gains: The Tennessee Value-Added Assessment System"; (5) "Assessing Teacher Performance with Student Work: The Oregon Teacher Work Sample Methodology"; (6) "Assessing Teacher Performance in a Standards-Based Environment: The Thompson, Colorado, School District"; and (7) Teacher Evaluation and Student Achievement: What are the Lessons Learned and Where Do We Go from Here?" (e.g., basic requirements of fair testing programs that are to be used to inform teacher evaluation). Chapters 3-6 include information on the purposes of the accountability system and how it was developed; student assessment strategies; how the accountability system works; how the accountability system relates to teacher evaluation; the advantages and disadvantages of the accountability system for teacher evaluation; and results of implementation. (Contains 66 references.) (SM)