

**Georgia Department of Education
Teacher Keys Effectiveness System**

SELF-ASSESSMENT

Teacher Quick Guide

USING SELF-ASSESSMENT TO IMPROVE TEACHING PRACTICES

An essential component of developing as an effective teacher is taking the time to reflect and evaluate one's own practice. Self-assessment is the process by which teachers rate the effectiveness and adequacy of their performance, effects, knowledge, and beliefs for the purpose of self-improvement. It is a personal reflection about one's professional practice, identifying strengths and areas of improvement without input from others. When teachers take the time to think about what worked, what did not work, and the changes they might make to be more successful, they are more inclined to improve their practice.

The Teacher Assessment on Performance Standards (TAPS) Self-Assessment is designed to be used by teachers to evaluate their effectiveness on all ten standards. It serves as a self-initiated formative evaluation where teachers develop awareness, reflect on, and improve their performance on each standard. The self-assessment also provides opportunities to clarify performance expectations and guide conference discussions about goal-setting and professional development.

The self-assessment will be conducted within the TLE Electronic Platform. This instrument is designed for teachers to evaluate one's own abilities and to serve as an aid in the goal setting process through reflection on one's performance on the TAPS. Prior to beginning the self-assessment, teachers should have complete understanding of the standards; thus allowing teachers to compare their classroom practices to effective instructional practice and analyze their strengths and areas of improvement. The self-assessment will be available to both teacher and school evaluator for review. This information should be discussed during the pre-evaluation conference and used to develop goals and professional learning for individual teachers for the school year.

"Engaging in self-assessment is a beneficial process that allows professionals an opportunity to identify the teaching practices that are working and make adjustments to practices that are not as effective"

-Inclusive Schools Network

SELF-ASSESSMENT:

Self-assessment is a critical component of the evaluation process and helps teachers identify their own strengths and areas of improvement.

When completing the self-assessment:

- Provide yourself adequate time to complete the self-assessment.
- Read and completely comprehend all standards prior to rating yourself.
- Reflect on your own teaching practices.
- Identify current practice(s) that you believe will represent each standard.
- Review classroom goals and objectives.
- Consider students' feedback on classroom activities.
- Analyze instructional effectiveness using various student data and student academic progress.
- Include feedback on strengths and areas of growth for each standard.

Benefits of a self-assessment:

- Permits teachers to be an active participant in their own evaluation.
- Gives teachers input and control about their professional growth.
- Allows teachers to reflect on their own expectations, norms, beliefs, and practices.
- Requires teachers to become more accountable for demonstrating their own competencies.
- Increases teachers' commitment to goal setting/achievement.
- Helps teachers become more self-aware, enabling them to take a more objective look at their practices.