

LEADER ASSESSMENT ON PERFORMANCE STANDARD 6: TEACHER/STAFF EVALUATION

LKES QUICK GUIDE

HOW DO TEACHER EVALUATIONS IMPROVE TEACHER AND STUDENT LEARNING?

An evaluation system that achieves performance accountability and professional growth satisfies the legitimate demands for quality assurance while promoting professional learning. Effective leaders utilize the evaluation system to conduct quality teacher/staff evaluations with effective feedback to foster conditions for improved teacher and student learning. Evaluations support maintaining high-quality teachers by recognizing areas of strength and identifying areas needing improvement and can close the gap between LEA and school expectations for effective teaching and actual teaching occurring in classrooms.

The Teacher Assessment on Performance Standards (TAPS), a component of TKES, is the measurement tool leaders use to evaluate teachers. TAPS encompasses best practices of teaching and learning and maintains objectivity by focusing on teacher performance and student achievement. The evaluation

process requires a minimum of 4 walkthroughs and 2 formative assessments during a school year. Effective leaders rely on the use of multiple data sources to increase information about teacher effectiveness and provide a holistic view of teacher performance. The TAPS Performance Appraisal Rubrics, which accompany the standards, provide the evaluator with a behavior summary scale describing a continuum performance rating for each standard.

Timely and constructive feedback focused on improved student learning is critical in effective teacher/staff evaluations. Effective leaders use feedback focused on teaching practices and student achievement to help teachers develop their understanding and improve their performance in relation to the standards and teaching and learning. Effective feedback that is timely and ongoing also allows for reflection and self-assessment and provides

The goal (of an evaluation system) is to support the continuous growth and development of each teacher by monitoring, analyzing, and applying pertinent data compiled within a system of meaningful feedback.

Strong, J. (2012). Stronge Teacher Effectiveness Performance Evaluation System. Stronge and Associates Educational Consulting, LLC

TEACHER/STAFF EVALUATION

AN EVALUATION SYSTEM THAT BENEFITS BOTH TEACHERS AND EVALUATORS CONSISTS OF THE FOLLOWING CHARACTERISTICS:

- Cultivates mutual trust by fostering a **Positive Climate** that balances caring for teachers with high expectations.
- Promotes mutual understanding by using **Clear Two-way Communication**.
- Exhibits **Commitment to the Evaluation** where leaders and teachers are involved at every level.
- Builds knowledge and understanding of the evaluation system through the ongoing use of **Sound Leadership Practices**.

THE TAPS EVALUATION PROCESS REQUIRES A MINIMUM OF:

- Four Walkthroughs
 - Consists of a 10 minute observation
 - Rates the teacher on a few standards (TAPS)
 - Provides opportunity to gather, request, and/or review documentation
- Two Formative Assessments
 - Consists of a 30 minute observation
 - Rates the teacher on all ten standards (TAPS)
 - Provides opportunities to gather, request, and/or review documentation

SEVEN KEYS TO EFFECTIVE FEEDBACK

1. **Goal-Referenced** feedback informs teachers if they are on track for the goal or need to change course.
2. **Tangible and Transparent** feedback provides clear and precise (concrete) commentary focused on teaching and learning and student achievement.
3. **Actionable** feedback is concrete, specific, goal-related facts and useful.
4. **User-Friendly** feedback uses easy-to-understand language that does not overwhelm teachers.
5. **Timely** feedback is given within a 5 work day period.
6. **Ongoing** feedback provides opportunities to reshape performance to achieve goal.
7. **Consistent** feedback is fair, accurate, and trustworthy.

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

teachers opportunities for growth to improve teaching and learning.