Teacher Evaluation
Using the Danielson Framework

Course Overview

The evidence is clear….the most important factor in student achievement is teacher quality. So having a teacher evaluation system that improves professional practice is critical. As schools adopt teacher evaluation systems, it has never been more important to provide training in the foundation skills of evidence collection, coaching and conferencing. This comprehensive course will help teachers and administrators gain a clear understanding of an effective evaluation process through the use of online video and activities. Designed and hosted by teacher evaluation expert, Charlotte Danielson, this course includes strategies that apply to any teacher evaluation framework. Every teacher and administrator will benefit by learning the importance of evidence collection and the central importance of teacher reflection in the evaluation process. Gain strategies for gathering evidence, determining levels of performance and engaging teachers in meaningful conversations about teaching. Through classroom examples and video of pre conferences, classroom lessons and post conferences, every teacher and administrator will gain a thorough understanding of the complete evaluation cycle. Providing consistent training in teacher evaluation is the first step in building inter-rater reliability. This course is an essential starting point and includes numerous teacher evaluation practice opportunities.

Objectives

- Understand the need for a consistent and transparent evaluation system
- Master evidence collection through guided and independent practice
- Determine levels of performance based on criteria outlined by Charlotte Danielson
- Hone conferencing skills through video examples and tips from Charlotte Danielson
- Understand the elements of the complete evaluation cycle
- Learn the central importance of teacher reflection
- Build inter-rater reliability through consistent evaluator training and practice

Outline

1. Discussion Board: What is your biggest challenge in your current teacher evaluation system?   *(15 min)*

2. Unit 1: The Quest for Teacher Quality

   - EI Video: Improving the Current Teacher Evaluation System   *(30 min)*
   - EI Video: The Classroom Observation: Evidence vs. Opinion   *(50 min)*
   - EI Assessment: The Quest for Teacher Quality   *(20 min)*

3. Unit 2: Building Evaluation Skills – Gathering Evidence from a Classroom Observation

   - EI Video: Gathering Evidence of Domain Two (Classroom Environment)   *(15 min)*

- EI Video: Gathering Evidence of Domain Three (Instruction) *(18 min)*
- EI Video: Guided Practice – Ms Hatch *(52 min)*
- EI Video: Independent Practice – Ms Givens *(31 min)*
- EI Assessment: Building Evaluation Skills *(20 min)*

4. Unit 3: Interpreting Evidence and Determining Levels of Performance

- EI Video: The Big Ideas of Each Level *(23 min)*
- EI Video: Practice Opportunities *(23 min)*
- EI Assessment: Interpreting Evidence and Determining Levels *(20 min)*

5. Unit 4: Effective Coaching Skills

- EI Video: Building Conferencing Skills – A Questionable Conference *(22 min)*
- EI Video: A Good Conference *(17 min)*
- EI Video: The Planning and Reflection Conferences *(20 min)*
- EI Assessment: Effective Coaching Skills *(20 min)*

6. Unit 5: A Complete Observation – Putting it all Together

- EI Video: A Complete Observation Starts with a Planning Conference *(15 min)*
- EI Video: Gather Evidence Along with the Principal *(30 min)*
- EI Video: Listen to what the Danielson Experts Observed *(35 min)*
- EI Video: Watch the Real Post Conference *(40 min)*
- EI Assessment: A Complete Observation – Putting it all Together *(20 min)*

7. Unit 6: A Professional Portfolio – The Artifact Party

- EI Video: Using Artifacts to Help Determine Performance Levels *(24 min)*

8. Unit 7: Using Evaluation Data to Set Professional Development Goals

- EI Video: Using Evaluation Data to Set Professional Development Goals *(38 min)*
- EI Assessment: Unit 6 and 7 *(20 min)*

9. Unit 8: Evaluating Coaching the Underperforming Teacher

- EI Video: Evaluating and Coaching the Underperforming Teacher *(18 min)*
- EI Video: Lessons Learned from a State-Wide Implementation *(34 min)*
- EI Assessment: Evaluating and Coaching the Underperforming Teacher *(20 min)*

10. Summary: What have you learned? *(30 min)*

Resources This self-paced course includes a combination of

- Streaming video and assignments from Educational Impact's (EI) online academy*

- Non-EI video from other educational websites and video sources

- Reading materials and articles

- Personal reflections and independent writing activities

- Other performance tasks designed to extend professional learning into professional practice.

- Group discussion boards (If this course is taken with colleagues in a professional learning community or other group environment)

Note* EI Online Academy: This course requires you to view specific video segments from the EI Online Academy. However the **FULL** EI Online Academy is also available to you to extend your professional growth. The EI Online Academy offers access to over 400 hours of streaming video and features leading educational experts and hundreds of real classroom examples. It also includes a personal learning plan tool (PLP) and video search engine to help you target areas of specific need or interest. Even though the EI video assignments in this course are limited to content specifically related to the Danielson Framework, please feel free to expand your learning through the unlimited use of ALL of the resources in the EI Online Academy.

Assignments: Throughout this course you will work through a series of assignments designed to enhance your understanding of new knowledge and skills. In some cases you will be encouraged to post to your private online notebook for personal reflection. In other cases you will be asked to post to the EI instructor journal or discussion board.

- **Instructor Journal**: Instructor Journal assignment is a 1:1 discussion between you and your instructor/group leader. These postings will be cumulative and serve as an ongoing portfolio of work related to this course. Your instructor/group leader can view your responses and can comment on any of your postings. Your instructor's postings will appear inside of the Instructor Journal. If there are other learners in your group, they are NOT able to view these entries.

- **Discussion Board:** Lastly, there will be times when you are asked to post to a threaded group discussion board. The group discussion board will provide all of the learners in your group or class with opportunities for discussion, collaboration, reflection, and in certain cases peer review within their group or PLC. There will be different discussion boards created for different topics. Be sure to post to the correct discussion board... as assigned by your instructor. Leave an insightful comment and add to the thread to maintain interaction and build collaboration.

- **Reading/Writing/General Assignments:** These assignments can include an

attached URL or file. Writing and General assignments also include a text box for you to provide a written response.

- **Assessments:** When whole modules of EI video are assigned, the corresponding multiple choice assessment will be included. This 20 question assessment is specific to the EI video content presented. In order to pass the assessment, you must achieve 80% (16/20). If you do not pass the assessment, you can try again. When you are successful, the EI system will mark the assessment as complete and you can access a certificate of completion.

Need help? Should you require technical assistance or have difficulty accessing any of the learning resources, please contact Educational Impact directly at 215-370-7666 or email EI Support at lmack@educationalimpact.com