

Educator Evaluation Update

March 16, 2023

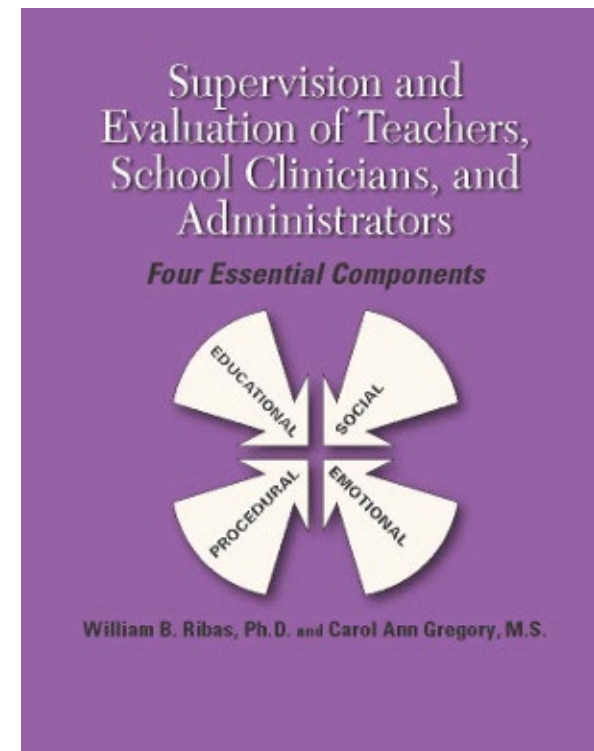
EDUCATOR EVALUATION TRAINING

Ribas Associates

Ribas Associates is a DESE approved provider of educator evaluation training and coaching. In the last twenty-two years Ribas Associates has trained thousands of administrators from over 110 Massachusetts, New Hampshire, and Rhode Island school districts in educator evaluation.

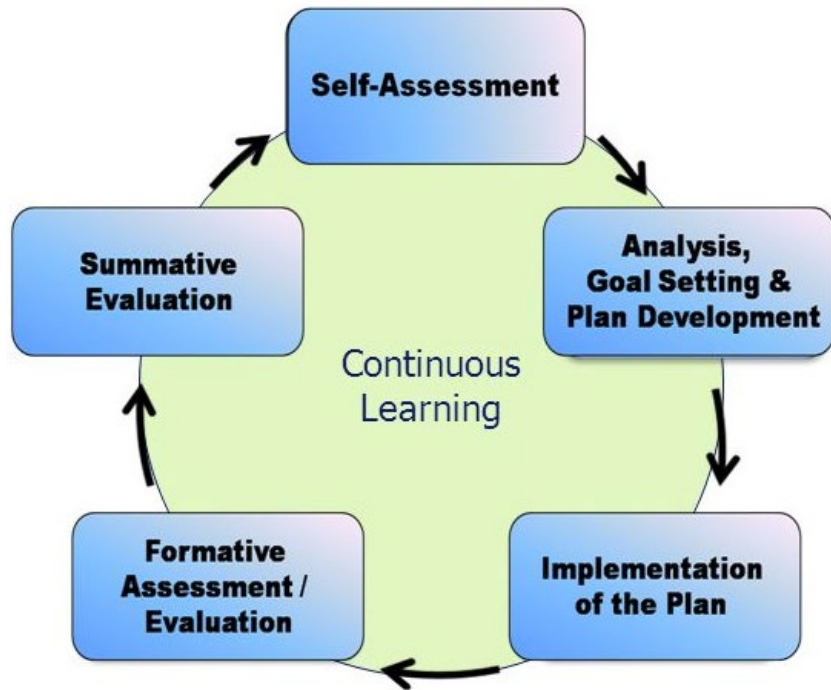
During the 2022-2023 school year all evaluators are receiving 18 hours of professional development to support calibration of best practices that support instructional improvement across the district.

“It’s about improving instruction over time with consistent support, feedback, and evaluation.” - Carol Gregory



PROCESS AND GOALS

5 Step Evaluation Cycle



Goals for Evaluation Training

- Support instructional practices through the evaluation cycle.
- Support horizontal and vertical alignment in curriculum and instruction.
- Decrease variability in teacher evaluation feedback.
- Increase consistency and cohesion among evaluators' practice.

PROFESSIONAL DEVELOPMENT TOPICS

9/27/22: Why Evaluate? Note-Taking Strategies and Written Feedback

11/1/22: Peer Review: High School Observation and Analysis

11/29/22: Peer Review: Elementary Video Observation and Analysis

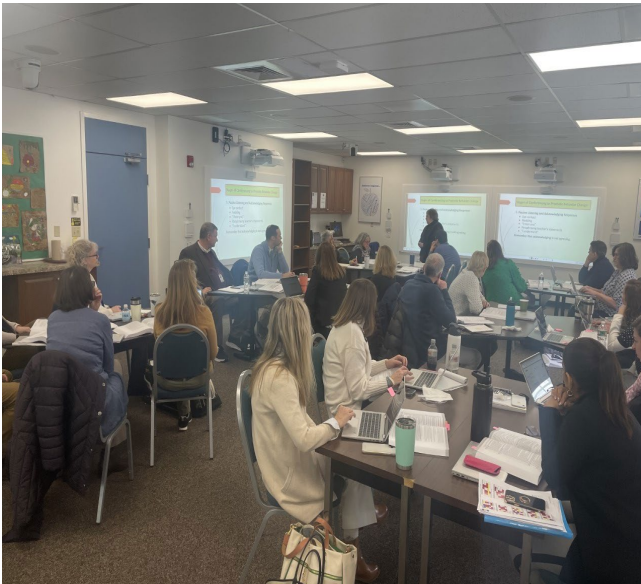
1/31/23: Conferencing and Formative Assessments

3/7/23: Summative Assessments

4/25/23: Additional Supports: Direct Growth and Improvement Plans

PROFESSIONAL DEVELOPMENT PRACTICES

Role Play
Peer Consultations
Calibration and Feedback
Homework



PROFESSIONAL DEVELOPMENT FEEDBACK

It is helpful to have discussions about conferencing practices and the phrases we can use to move evaluation discussions forward.

The strategies for note taking during observations has helped my time management and made my written feedback stronger.

Role playing helps to prepare for actual conversations.

It's best to be generating solutions vs giving recommendations. This will help co-create a plan of action.

Clear is kind. Be clear; but be kind doing so. Provide clear agenda, clear goals, clear next steps, but always partner with the teacher whenever possible.
Be factual, not subjective.

Pre-planning for conferences makes for a better conference. Planning allows you to gather your thoughts and request any other needed documentation/evidence needed to support the discussion.

THANK YOU

