

Improving

Teacher Evaluation Systems

Making the Most of
Multiple Measures



Jason A. Grissom AND Peter Youngs
EDITORS

Improving Teacher Evaluation Systems Making The Most Of Multiple Measures

Sally J. Zepeda



Improving Teacher Evaluation Systems Making The Most Of Multiple Measures:

Improving Teacher Evaluation Systems Jason A. Grissom, Peter Youngs, 2016 This is the first book to gather and address what we have learned about the impacts and challenges of data intensive teacher evaluation systems a defining characteristic of the current education policy landscape Book Features Contributions by scholars working at the cutting edge of research and pioneering leaders directly involved in the implementation of teacher evaluation systems Examination of the challenges and impact multiple measures based evaluations are having on teaching and learning Empirical research on the reliability and validity of evaluation measures including classroom observation instruments value added measures student surveys and teacher portfolios Contributors include Ryan Balch Marisa Cannata Casey D Cobb Julie Cohen Sean P Corcoran Morgaen L Donaldson Tim Drake Dan Goldhaber Ellen Goldring Bridget K Hamre Gary T Henry Nathan D Jones Venessa A Keesler Susanna Loeb Robert C Pianta Min Sun Andrea Whittaker Grissom and Youngs collect our best research based knowledge on the topic in a smart accessible volume that sets the standard in the field John Tyler Brown University An insightful guide to new teacher evaluation systems The contributions from individual authors couple what we know about measurement quality in these systems with a valuable first look at on the ground implementation Heather Hill Harvard Graduate School of Education One of the most significant recent changes in school district administration has been the widespread development and implementation of teacher evaluation systems based on pupil performance and other measures This book brings together top scholars who identify key issues providing insights into possible benefits and perils Robert E Floden Michigan State University

Improving Teacher Evaluation Systems Jason A. Grissom, Peter Youngs, 2016 This is the first book to pull together what we have learned about the impacts and challenges of data intensive teacher evaluation systems a defining characteristic of the current education policy landscape Expert researchers and practitioners speak to what we know and what remains to be known about evaluation measures themselves the implementation of evaluation systems and the use of evaluation data The authors argue that rigorous teacher evaluation systems have the potential to promote school improvement but only if the systems are carefully designed and implemented and the data they generate are interpreted and used appropriately This timely and important volume will be relevant and useful to school and district administrators policymakers researchers and teacher education institutions grappling with issues of teacher accountability and school leadership

The Routledge Handbook of the Economics of Education Brian P. McCall, 2021-12-30 The economics of education is a burgeoning area of study employing increasingly sophisticated analytical tools to answer questions with high societal impact Thus the aim of this handbook is to provide readers with an up to date overview of the current state of the field of the economics of education and its main areas of research This comprehensive handbook provides an authoritative overview of key theoretical and policy areas covering topics like econometric methods for education economics returns to education competition in education provision education and economic growth and education and

inequality It reviews the current state of research from early childhood through postgraduate education as well as adult education and life long learning Offering a truly international perspective the handbook benefits from a global group of contributors and attention to both developed and developing country contexts The Routledge Handbook of the Economics of Education will be a valuable resource for advanced students researchers and policymakers across economics education and public policy

Strategic Human Resources Management in Schools Henry Tran,Carolyn Kelley,2024-02-01 Strategic Human Resources Management in Schools provides a new approach to human resources management grounded in the perspectives of cutting edge practice research and theory Traditional human resource HR practices in education have operated in an isolated and reactionary manner this book explores an updated version of personnel administration that links strategic human resources to organizational goals educational mission educator well being and student success Coverage includes exemplar strategic HR practices from progressive organizations and leading companies discussion of tricky issues like discrimination and implicit bias and developmental and humanistic support of teachers as well as support staff including paraprofessionals food service workers and bus drivers The Talent Centered Education Leadership TCEL model presented in this book explores how educational leaders can create a nurturing and inclusive workplace for all educational staff which is ultimately critical for improvement in student learning and strengthening recruitment and retention of a quality education workforce Designed for aspiring leaders this volume is grounded in the Professional Standards for Educational Leaders PSEL and National Educational Leadership Preparation NELP Building and District Level standards and is full of rich pedagogical features including cases warning boxes to explore areas particularly thorny to navigate questions for discussion and various learning activities

Managing Today's Schools Jeffrey Glanz,2022-02-20 Successful principals today need skills in both management and leadership because both are essential to achieve success in all facets of running a school one is not necessarily more important than the other However there are not many books solely devoted to school management Most work on school management is part of larger works on school administration Managing Today s Schools New Skills for School Leaders in the 21st Century is unique in that the focus on managerially operating a school does not hinder discussion on the interconnectedness between management and leadership Additionally emphasis is placed on 21st century cutting edge ideas about school management Each chapter includes case study type scenarios with thought provoking questions that simultaneously summarize the chapter while also helping readers think about the ways they might put the ideas of the chapter into practice

The Wiley Handbook of Educational Supervision Sally J. Zepeda,Judith A. Ponticell,2018-09-11 An authoritative guide to educational supervision in today s complex environment The Wiley Handbook of Educational Supervision offers a comprehensive resource that explores the evolution of supervision through contributions from a panel of noted experts The text explores a wealth of topics including recent and dramatic changes in the complex context of today s schools This important resource Describes supervision in a historical context Includes a review of adult learning and

professional community Reviews new teacher preparation and comprehensive induction systems Contains perspectives on administrative feedback peer coaching and collaboration Presents information on professional development and job embedding learning Examines policy and implementation challenges in teacher evaluation Written for researchers policy analysts school administrators and supervisors The Wiley Handbook of Educational Supervision draws on concepts theories and research from other closely related fields of study to enhance and challenge our understanding of educational supervision

The Economics of Education Steve Bradley, Colin Green, 2020-01-17 The Economics of Education A Comprehensive Overview Second Edition offers a comprehensive and current overview of the field of that is broadly accessible economists researchers and students This new edition revises the original 50 authoritative articles and adds Developed US and European and Developing Country perspectives reflecting the differences in institutional structures that help to shape teacher labor markets and the effect of competition on student outcomes Provides international perspectives that describe the origins of key subjects their major issues and proponents their landmark studies and opportunities for future research Increases developing country perspectives and comparisons of cross country institutions Requires no prior knowledge of the economics of education

Handbook of Research on the Education of School Leaders Michelle D. Young, Gary M. Crow, 2016-08-19 The Handbook of Research on the Education of School Leaders brings together empirical research on leadership preparation and development to provide a comprehensive overview and synthesis of what we know about preparing school leaders today With contributions from the field's foremost scholars this new edition investigates the methodological foundations of leadership preparation research reviews the pedagogical and curricular features of preparation programs and presents valuable insights into the demographic economic and political factors affecting school leaders This volume both mirrors the first edition's macro level approach to leadership preparation and presents the most up to date research in the field Updates to this edition cover recent state and federal government efforts to improve leadership in education new challenges for the field and significant gaps and critical questions for framing researching evaluating and improving the education of school leaders Sponsored by the University Council of Educational Administration UCEA this handbook is an essential resource for students and scholars of educational leadership as well as practitioners policymakers and other educators interested in professional leadership

School Leaders' Sensemaking and Sensegiving Judith M. Norris, 2022-04-11 In this book Judith Norris presents a theoretical model that demonstrates a new approach to understanding how school leaders respond to conflicting expectations and demands The idea of sensemaking and sensegiving is theoretically interesting and allows the reader to focus on how school leaders make sense but also how they give sense to others in the complex conditions that educators now must negotiate Like the Eucalyptus tree educational leaders must adapt to their contradictory environments Written in the most accessible way the theory and its application will likely appeal not only to researchers but also to teachers and school administrators Norris has created a real applicability to school leadership

in various international contexts *A Practical Guide for edTPA Implementation* Lisa Barron, 2019-09-01 edTPA is the most widely used performance assessment for pre service teachers in the United States and a requirement in many states for teaching licensure Through edTPA teacher candidates demonstrate their effectiveness in different aspects of teaching including planning instruction assessment analysis of teaching and use of academic language This book is a practical guide for anyone involved in edTPA implementation The chapters are written by experienced teacher educators who are leading successful edTPA programs in their own universities who are in the field and involved in the work They represent diverse teacher preparation programs each with their own strengths and challenges This book addresses the challenges of edTPA while providing practical strategies for educative and thoughtful implementation Organized into four sections each section explores a different aspect of edTPA implementation and provides guidance for leading faculty and teacher candidates through edTPA *Educational Change and the Political Process* Dana L. Mitra, 2022-06-15 Educational Change and the Political Process brings together key ideas on both the system of educational policy and the policy process in the United States It provides students with a broad methodical understanding of educational policy No other textbook offers as comprehensive a view of the US educational policy procedure and political systems Section I discusses the actors and systems that create and implement policy on both the federal and the local level Section II walks students through the policy process from idea to implementation to evaluation and Section III delves into three major forces driving the creation of educational policies in the current era accountability equity and market driven reforms Each chapter provides case studies discussion questions and classroom activities to scaffold learning as well as a bibliography for further reading to deepen exploration of these topics This new edition will explore recent Trump era and post Trump era US politics and policy changes as well as the politics of race *Instructional Supervision* Sally J. Zepeda, 2025-06-03 This essential text for prospective school leaders enrolled in instructional supervision and evaluation courses provides the knowledge and practical tools to improve teacher effectiveness Melding theory and practice this book is a definitive guide to successful classroom observations pre and post observation conferences and approaches such as action research peer coaching and mentoring The fifth edition of this text has been thoroughly updated to meet the needs of school leaders in today's educational climate Features new to this edition include Two new chapters on culturally responsive supervision and using virtual spaces and video analysis to improve instruction Expanded discussions of SEL differentiated instruction and addressing marginal teachers Updated chapter features including revised Extended Reflections Suggested Activities and Suggested Readings New citations and references throughout to reflect the current educational climate A wealth of downloadable classroom observation tools accessible by visiting www.routledge.com 9781032638003 This book offers effective and innovative strategies to work with teachers at all stages in their careers laying a strong foundation for effective instructional supervision in PreK 12 schools *Introduction to the Principalship* Leslie S. Kaplan, William A. Owings, 2015-03-12 The latest leadership

textbook from respected author team Kaplan and Owings explores how principals can effectively build a culture around student achievement Introduction to the Principalship helps aspiring principals understand how to develop a vision for improvement make decisions and manage conflict build teachers capacity communicate monitor the organization s performance and create a school climate of mutual respect This important book provides readers with various leadership concepts to inform their practice as well as the cognitive and practical tools to evaluate and prioritize what leadership actions to take Each chapter offers opportunities for readers to create personal meaning and explore new ways of doing leadership to advance a positive person focused environment Providing both the theoretical framework and skills for effective practice Introduction to the Principalship addresses the issues most urgent and relevant for educational leadership graduate students learning how to build a school culture that promotes every student s success Special Features Learning Objectives chapter openers introduce the topic and initiate student thinking Reflections and Relevance interactive exercises role plays class activities and assignments help readers think about content in personally meaningful ways facilitate understanding of chapter content and help transfer leadership thinking to action in their own schools ISLLC Standards each chapter is aligned to the 2015 Interstate School Leadership Licensure Standards Companion Website includes links to supplemental material additional readings and PowerPoints for instructors

Culturally Responsive Instructional Supervision Dwayne Ray Cormier,Ian M. Mette,Yanira Oliveras,2024 This book responds to the urgent need for instructional practices that recognize student diversity and cultural backgrounds as valuable assets As the United States continues to grapple with policies that promote culturally dominant ideologies the opportunity gaps continue to widen for minoritized marginalized and otherized PK 12 students This timely book provides a comprehensive developmental framework for implementing Culturally Responsive Instructional Supervision that fosters an educational environment that disrupts the culture of white supremacy promotes a sense of belonging and achieves culturally appropriate instructional outcomes for all learners The authors show educators how to establish diverse and representative supervision teams that provide formative feedback and promote self reflection Schools can use this book to effectively observe assess and support teachers on their journey toward becoming culturally responsive practitioners Book Features Encourages instructional leaders to embrace their role as equity leaders and actively work to dismantle harmful educational practices Offers strategies focused on the strengths and assets children bring to school every day instead of the deficit oriented perspectives reinforced by the accountability movement Centers sociocultural identities as the key factor to providing feedback to teachers about culturally responsive practices while maintaining rigorous expectations for student learning and academic outcomes Includes the foundations practical approaches and examples of praxis for the implementation of Culturally Responsive Instructional Supervision

Raising the Bar United States. Congress. House. Committee on Education and the Workforce. Subcommittee on Early Childhood, Elementary, and Secondary Education,2013

Enhancing Teacher Education, Development, and Evaluation Alyson L. Lavigne,Thomas L.

Good,2019-03-26 Enhancing Teacher Education Development and Evaluation examines the complex role that recent educational reforms have played in the teaching profession The failure of programs like Race to the Top to benefit teaching and learning outcomes has yielded many questions about what went wrong and how a research based plan for true systemic progress could actually work Covering inaccurate narratives about schools and student achievement evidence for teacher effectiveness and the history and repercussions of Race to the Top this book culminates with a proposal for future research and policy initiatives that more accurately and more equitably prioritize the measurement and improvement of teaching and learning Five concise yet comprehensive chapters invite teacher and principal educators teachers and school leaders in training district administrators policymakers and other stakeholders to better understand the implications of and possible paths beyond misguided reform efforts An overview of the recent past and an inspiration for the immediate future this definitive analysis offers insights into how more reasonable empirically derived strategies will ultimately foster more successful schools

Handbook of Leadership and Administration for Special Education Jean B. Crockett,Bonnie Billingsley,Mary Lynn Boscardin,2018-07-03 The Handbook of Leadership and Administration for Special Education brings together research informing practice in leading special education from preschool through transition into postsecondary settings The second edition of this comprehensive handbook has been fully updated to provide coverage of disability policy historical roots policy and legal perspectives as well as effective collaborative and instructional leadership practices that support the administration of special education It can be used as a reference volume for scholars administrators practitioners and policy makers as well as a textbook for graduate courses related to the administration of special education

Research Handbook on Classroom Observation Sean Kelly,2025-03-12 This comprehensive Research Handbook offers cutting edge insights into classroom observation systems for teacher evaluation and professional development with an emphasis on both applied and discovery oriented inquiry

Mapping Leadership Richard Halverson,Carolyn Kelley,2017-06-29 Drawing on twenty years of research in school effectiveness this book presents a distributed model of task based school leadership that leads to continuous school improvement The book outlines the tasks school leadership teams must focus on to improve teaching and learning grouped into the following five domains Focus on Learning Monitoring Teaching and Learning Building Nested Learning Communities Acquiring and Allocating Resources Maintaining a Safe and Effective Learning Environment Recognizing that the principal is a single actor in a complex web of activity influencing student learning the focus is not only on the principal s role but on a range of leadership and instructional practices to be shared across the leadership team including APs counselors teachers and support personnel These tasks organized into 21 subdomains have been demonstrated through extensive research to contribute to improved student learning

Rethinking Value-Added Models in Education Audrey Amrein-Beardsley,2014-04-24 Since passage of the of No Child Left Behind Act in 2001 academic researchers econometricians and statisticians have been exploring various analytical methods of documenting students academic

progress over time Known as value added models VAMs these methods are meant to measure the value a teacher or school adds to student learning from one year to the next To date however there is very little evidence to support the trustworthiness of these models What is becoming increasingly evident yet often ignored mainly by policymakers is that VAMs are 1 unreliable 2 invalid 3 nontransparent 4 unfair 5 fraught with measurement errors and 6 being inappropriately used to make consequential decisions regarding such things as teacher pay retention and termination Unfortunately their unintended consequences are not fully recognized at this point either Given such the timeliness of this well researched and thoughtful book cannot be overstated This book sheds important light on the debate surrounding VAMs and thereby offers states and practitioners a highly important resource from which they can move forward in more research based ways

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