Assessment to Improve Student Outcomes

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Improve Student Outcomes

Assessment
ASSESSING TEACHERS

- Quality of “instruction”
  - Principal evaluation
  - Peer evaluation
  - External ratings
  - Student ratings

- Student Outcomes
  - Student learning objectives
  - Observation based ratings
  - Direct assessments

- Also,
  - Involvement of parents
  - Support of colleagues
  - Initiative and innovation
Do it right...
Do it wrong...
Without Buy-In
Without Feeling Respected
Without Confidence
CONTROL (BUY-IN)

1. Communication/clarity/transparency

2. Input/consultation

3. Choice
CONNECTED/Respected/Valued
CONFIDENCE

1. Achievable standards/goals

2. Support to achieve them
DEVELOPING CONFIDENCE AND COMPETENCE

- Define behaviors, knowledge & skills that describe effective teaching along a continuum (e.g., a rubric)
- Provide ongoing, constructive, specific feedback linked to the rubric
- Provide individualized support (e.g., coaching) and other learning opportunities (e.g., collaboration, observations, workshops)
- Provide professional development directly linked to teachers’ needs
STUDENT ASSESSMENT

- Screening assessments
- Informal daily observations built into instruction and activities
- Formative/benchmark assessments
- Summative assessments
FORMATIVE ASSESSMENT

- Clear purpose
  - administrator and teacher buy-in
- Training in administering assessment
- Learning communities and support to identify problems and plan adjustments to instruction

TIME
Do it right...