

EPISODE 242

How Much To Write in Final Evaluations



INSTRUCTIONAL
LEADERSHIP SHOW



Essential Question



How much should I write for each teacher's final evaluation?

District Expectations—Length & Detail of Final Evaluations



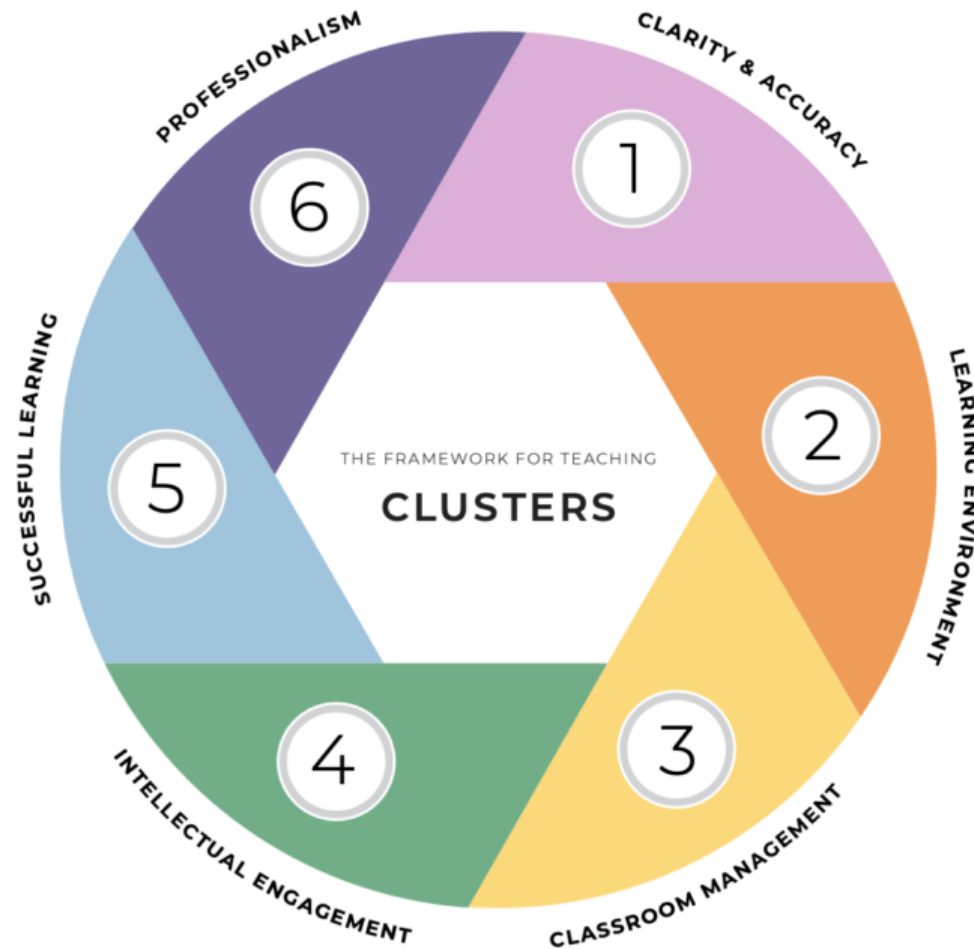
- How much does your district expect you to write?
- How specifically should you address each domain & criterion?
- Check with your supervisor
- Speak with your HR contact
- Review past evaluations

Addressing Each Domain



At a minimum, address each
domain or major category
in your evaluation framework

Danielson Clusters



Danielson Domains

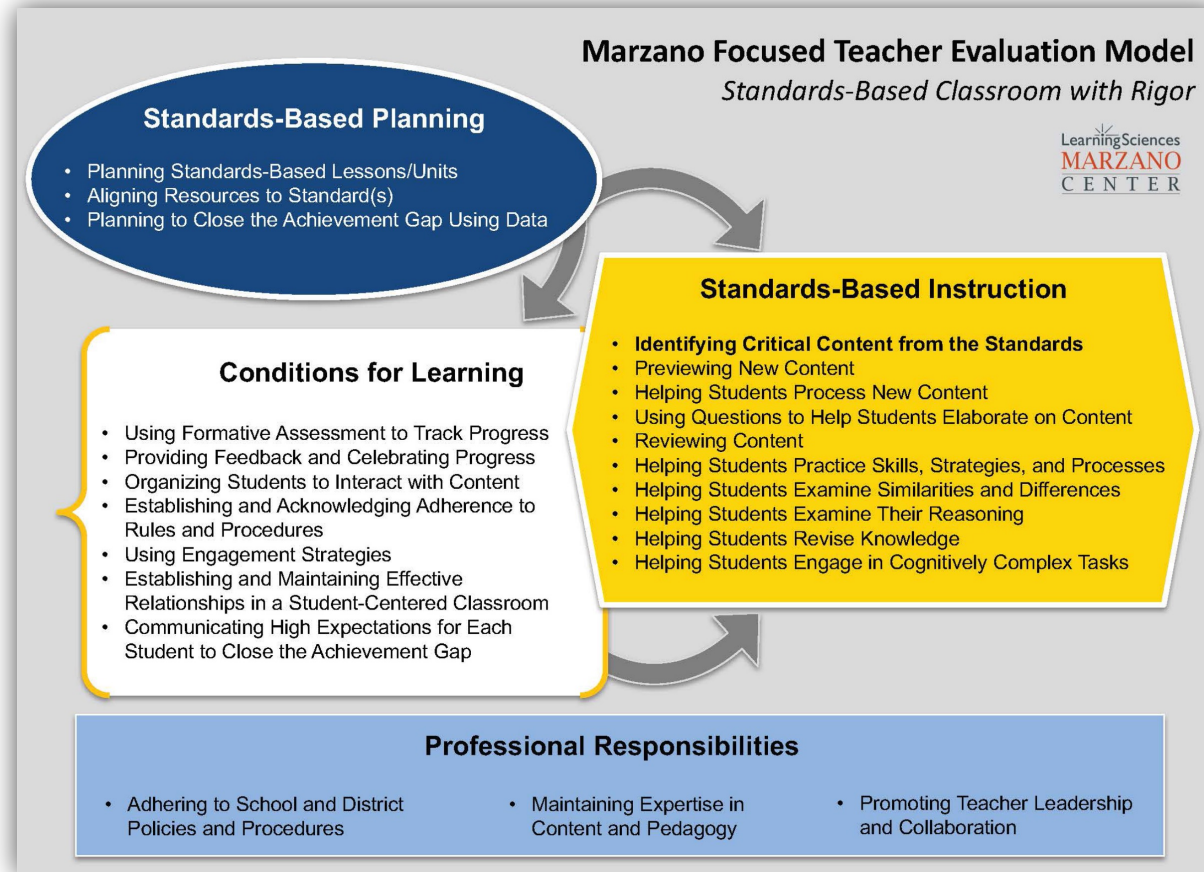


Marzano Art & Science of Teaching Framework



- Classroom Strategies & Behaviors
- Planning & Preparing
- Reflecting on Teaching
- Collegiality & Professionalism

Marzano Focused Teacher Evaluation Model



Kim Marshall Teacher Evaluation Rubric



- A. Planning and Preparation for Learning
- B. Classroom Management
- C. Delivery of Instruction
- D. Monitoring, Assessment, and Follow-Up
- E. Family and Community Outreach
- F. Professional Responsibilities

Domains vs. Components



- The more specific your focus, the more detailed your arguments & evidence will need to be
- The domain level is typically most appropriate
- Components may be useful, but are too numerous & specific to address individually

What Do I Need For Each Domain?



For each domain or area of practice, you'll need **one paragraph** containing:

- One GSIR argument
- 1-2 pieces of evidence

The GSIR Model—Generalization, Specifics, Impact, Rating



- Generalization about the teacher's practice in a specific area
- Specific evidence & examples supporting the generalization
- Impact of this practice on relevant outcomes
- Rating in specific area of practice

Based on Jon Saphier's CEIJ—Claim, Evidence, Interpretation, Judgment and the CER—Claim, Evidence, Reasoning—model from NGSS

Key GSIR Phrases



- Generalization: "Is characterized by..."
- Specifics: "For example, on..."
- Impact: "As a result..."
- Rating: "Therefore, _'s practice in domain _ is best described as Level _."



PrincipalCenter.com/builder



Title *

GSIR Final Evaluation Builder

Layout Editor *

Type New Phrase & Hit Enter

PLANNING & PREPARATION

Mr. Jones plans activities that he knows students will enjoy, but he gives them a choice to increase motivation and buy-in.

(**PLANNING & PREPARATION** SPECIFICS—EVIDENCE)

As a result of this investment in their learning, students consistently report that Mr. Jones's class is a highlight of their day.

Therefore, Mr. Jones's practice in Domain 1, **PLANNING & PREPARATION**, is best described as **Distinguished (Level 4)**.

CLASSROOM ENVIRONMENT

Add Template Field

[+]	Teacher Title	Mr.	[X]
[+]	Teacher First Name	Steve	[X]
[+]	Teacher Last Name	Jones	[X]
[+]	Teacher Pronoun Possessive	his	[X]
[+]	Teacher Pronoun Object	him	[X]
[+]	Teacher Pronoun Subject	he	[X]
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Save and Close

What About Unsatisfactory Final Evaluations



- Address specific areas of concern in more detail
- One GSIR argument per criterion below satisfactory
- Otherwise one argument per domain
- Avoid all-negative evaluations—identify satisfactory areas, too

Episode 205



EPISODE 205

Using the Bucket Strategy + GSIR Final Evaluation Builder



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EVIDENCE-DRIVEN

TEACHER EVALUATION

CERTIFICATION

