

Supervision and Evaluation

A Work in Progress
August 24, 2010

Components of W-H Evaluation System

- Goal Setting
- Walk-through
- Documentation
- Reflection
- Narrative

Reflection: What did we notice?

Divide into groups and discuss:

- How was your experience this year?
- When you were completing your write-ups, what did you notice? Did you have enough information? Did you need more? Less? Were you able to gather information related to goals as well as other areas of effective teaching?
- Based on the components of our system, what were your challenges?

Review: Measurable Goals

SMART GOALS:

- Specific
- Measurable
- Attainable
- Realistic
- Timely

Why Use Measurable Goals?

- Allow for specific focus to guide discovery and conversations
- Allow for clarity of purpose
- Allow for forward movement in district and individual initiatives
- Allows for accurate decision making regarding performance/goal accomplishment

Why Use Measurable Goals?

- Allows for accurate and specific evaluation write-ups leading toward improvement
- Allows for evidence of the Principles of Effective Teaching.

At W-H we want goals focused on:

- Student centered instruction
- Teaching and learning
- Student achievement
- Principles of Effective Teaching

Review: Measurable Goals

Measurable: Contains concrete criteria for measuring progress toward the attainment of the goal.

Measuring progress allows for

- staying on track
- reaching target dates
- showing clear attainment

Review: Measurable Goals

How do I know if a goal is measurable?

A measurable goal contains a:

- **Target:** the skill or activity that will be improved or changed (This is the what)
- **Condition:** Circumstances under which the change/activity will occur (This is the when)
- **Criteria:** Acceptable level of performance (This is the measurement; How do I know the goal was achieved?)

Review: Measurable Goals

Acceptable evidence of measurement:

- Observation
- Artifact Collection
- Student Evaluation
- Presentations
- Development of a product
- Review of student work
- Other

Measurable Goals for Teacher Evaluation Should :

- Focus on improving teaching
- Focus on improving student achievement
- Allow for reflection
- Be meaningful
- Be manageable
- Be straightforward
- Contain change that you can see!

Review of sample goals

In your groups you will review several goals. (These are goals pulled from evaluations that were submitted last year.) Using the components of a measurable goal, determine if the goals are measurable. If they are not, rewrite the goal to a measurable format. Choose two rewritten goals to present as measurable goals to the whole group. Be ready to identify the target, condition and criteria.

Sample Goals:

1. "Goal #1 Professional Development"
2. "Goal 1 The teacher is proactive and cooperative in interactions with parents and receptive to their contributions."
3. "Goal 2 The teacher creates an environment that is positive for student learning and involvement."
4. "Goal #1 Movement in the classroom"
5. Goal #2 Focused timed-writing pieces"
6. Goal #1 To increase students' proficiency in recognizing and understanding grade level math vocabulary"

Sample Goals:

1. "Goal#1 To work constrictively with others to identify school problems and suggest possible solutions that will better the school environment of students under my auspices."
2. "Goal One: To enhance students learning and parent communication through technology."
3. "Goal #1 In order to improve the fluency skills of second grade students presently scoring in the at risk category of Oral Reading Fluency on the DIBELS administered in September 2009, I plan to bring a small group of students from Mrs. X's classroom to utilize the xyz program once per week for 30 minutes."

Sample Goals:

1. “Goal #2 To increase automaticity of math facts with identified struggling math learners by greater than 20%.”
2. “Goal #2 Students will develop their ability to answer open-response questions.”
3. “Goal #2 Mastery of multiplication facts through 10x10 by 75% of students”
4. “Goal #1 During the course of the 2009-2010 school year, improve the staffs understanding and use of technology to meet student needs as identified on IEPs.”

Sample Goals:

1. “Goal #2 Students will increase the number of books read for pleasure.”
2. “Goal#2 Checking for understanding more regularly as an informal, yet meaningful, means of assessing student performance.”
3. “Goal #1 To enhance students learning and parent communication through technology.”
4. “Goal #2 To work cooperatively with the Technology Integration teacher and implement 1 project each trimester.”

Presentation of Measurable Goals

- How did you feel when you analyzed and re-wrote the goals?
- How will you approach this task with staff?
- How will you focus goal writing in your building? Will you have a building wide same topic focus or individual focus or a mix?
- How will you steer some folks in a direction that will create improvement?
- Other thoughts/comments

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