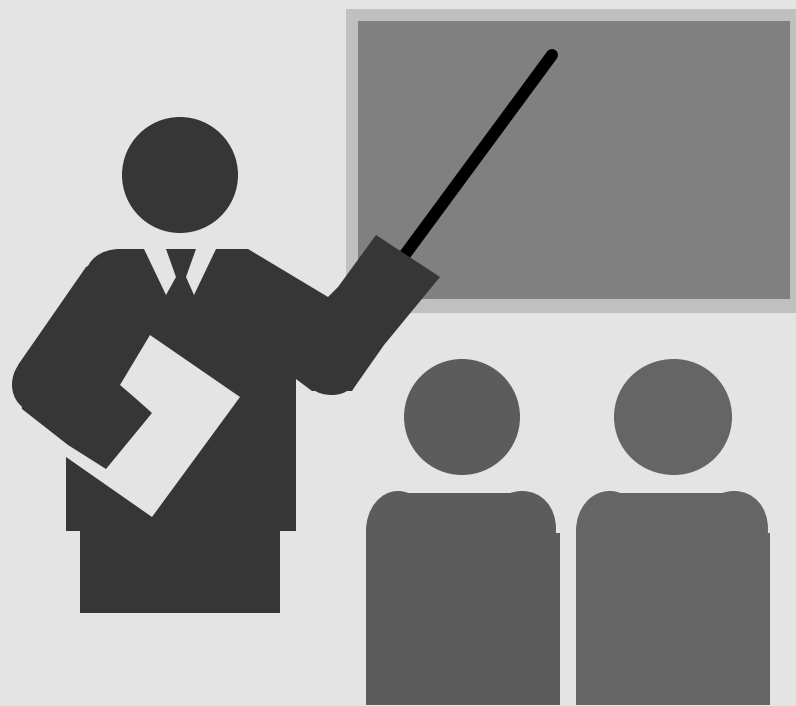


# Summative Assessment of Teacher Performance



# Topics of Discussion

- Who Should Be Evaluated
- Who Should Evaluate
- What Should Be Evaluated
- How Should the Evaluations Be Done
- How Should the Data Be Used
- Problems in Evaluation



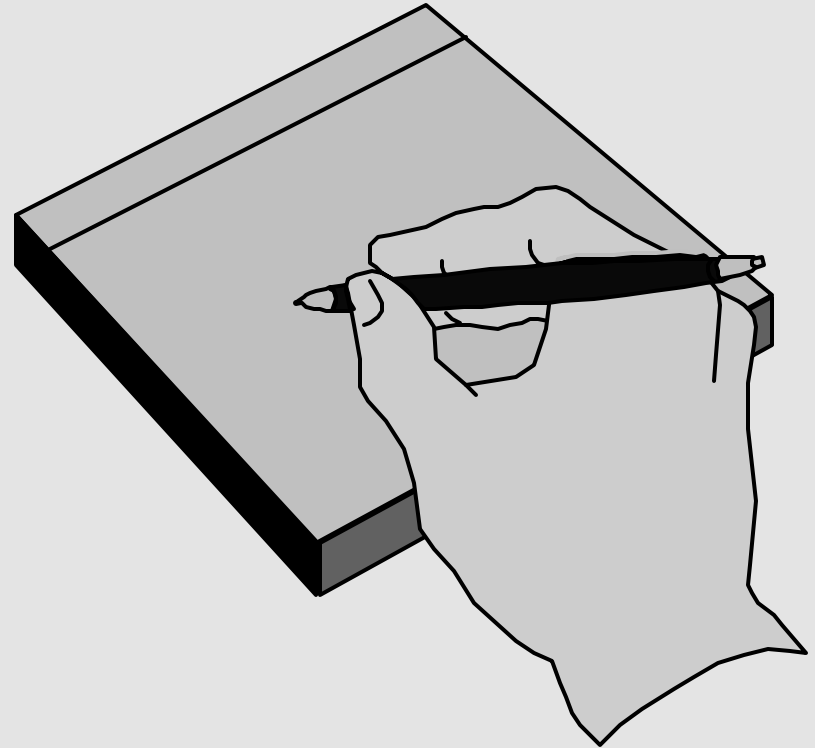
# Summative Evaluation

--Oliva

“Summative evaluation...is the overall assessment of teacher performance made by the administrator (or the administrator and others) that culminates in a comprehensive appraisal either annually or as otherwise required by the state [the district, the conference, the school] or locality.”

# Questions To Answer


- Who should be evaluated?
- Who should do the evaluating?
- What should be evaluated?
- How should the evaluations be done?
- How should the data be used?



# When To Include Supervisors

- If such evaluations are standard practice agreed on by the teachers when the evaluation process was set up
- If a teacher or the principal makes a request
- If a teacher is facing dismissal for incompetence and expert judgment is needed
- If ordered by superintendent
- If doing so does not violate law or policy

# Teacher Competencies

- 
- Characteristics of the Teacher
  - Products Attributed to the Individual
  - Processes Used by the Individual

# How Data Should Be Used

- Conferences with the teacher
- Creation of professional Improvement plan
- Making personnel decisions, including merit pay, career ladder, assignment, retention, & dismissal



# Problems With Summative Evaluation



- Principals Are Not Visible Enough
- Principals Delegate Evaluation
- Principals Overrate Teacher Performance
- Principals Don't Provide Adequate Feedback