Teacher Evaluation

November 8, 2010
Evaluation of Teaching

- Standards for Teachers
  - California Standards for the Teaching Profession (CSTP)

- Assessments of Teaching
  - Formative
  - Summative
California’s Learning to Teach System

Preliminary Credential Preparation

Blended Program
- Subject-Matter Preparation
- Professional Preparation
- Support and Supervision
- Teaching Performance Assessment (TPA)

Post-Baccalaureate Program
- Subject matter Preparation
- Professional Preparation
- Support and Supervision
- Teaching Performance Assessment (TPA)

Internship Program
- Subject matter Preparation
- Professional Preparation
- Support and Supervision
- Teaching Performance Assessment (TPA)

Professional Credential Preparation

Induction Program
- Application of prior knowledge
- Advanced Curriculum Demonstration
- Formative Assessment and Support
- Frequent Reflection on Practice
- Individual Induction Plan (professional growth plan)

Credential Renewal

- A Clear Credential is valid for the life of the holder as long as renewal fees and evidence of meeting professional fitness are submitted every five years.
- Professional growth and successful service verification are not required for credential renewal.

System Qualities

Multiple Entry Routes for Teaching from Differing Backgrounds

Alignment
- California Standards for the Teaching Profession (CSTP)
- State-Adopted Academic Content and Performance Standards for Students

Accountability
- Candidate Assessment
- Participant Completion of Approved Induction Program
- Induction Program Approval/Accreditation

Collaboration
- Schools/Universities
- State Agencies
- BTSA Induction Programs
- Practitioner Teamwork
California Standards for the Teaching Profession

**Standard 1**  
Engaging and Supporting All Students in Learning

**Standard 2**  
Creating and Maintaining Effective Environments for Student Learning

**Standard 3**  
Understanding and Organizing Subject Matter for Student Learning

Ensuring Educator Excellence
CSTP

Standard 4
Planning Instruction and Designing Learning Experiences for All Students

Standard 5
Assessing Students for Learning

Standard 6
Developing as a Professional Educator

Ensuring Educator Excellence
California Teaching Performance Expectations

Preliminary Teacher Preparation

Thirteen performance expectations--Known as the TPEs

Available at http://www.ctc.ca.gov/educator-prep/TPA-files/TPEs-Full-Version.pdf

Ensuring Educator Excellence
Teaching Performance Assessment

- Required to earn a Multiple or Single subject Preliminary Credential (2008)

- TPAs Measure California's TPEs
Teaching Performance Assessment Tasks

- Subject-Specific Pedagogy
- Designing and Implementing Instruction and Student Assessment
- Culminating Teaching Experience or Event
Teaching Performance Assessment

- Candidate’s teaching scored by trained assessors
- Assessment must Meet Requirements for Reliability, Validity, and Fairness to Candidates
Policy into Practice: Teaching Performance Assessment

- California developed TPA (CalTPA)
- Performance Assessment for California Teachers (PACT)
- Fresno Assessment of Student Teachers (FAST)
CSTP Role In BTSA Induction

- Formative vs. Summative
- Foundation of all formative assessment system activities
- Drives the Individual Induction Plan
- On-going Professional Development
Measuring the CSTP

- Continuum of Teaching Practice
  - Measures of growth (levels)
  - Self assessment
  - Revisited periodically
  - Targets Professional Development

CSTP for Veteran Teachers

- A majority of California districts use the CSTP as a summative measure of teaching performance in the evaluation process.
- A few districts offer an alternative evaluation system for teachers in “good standing” that offers an action research project in a formative environment.