Teacher Evaluation and the Role it Plays in Determining Professional Development Needs
教師評鑑結果之運用
與專業成長之需求

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Why do we have teacher evaluation?
我們爲何做教師評鑑

- To satisfy the human need for improvement

  爲了求進步

- To improve student learning

  爲了增進學生學習成效

- To help good teachers become better

  幫助優秀教師精益求精

- To identify teachers who are having difficulty

  鑑別需要幫助的教師

What is the Purpose of Professional Development?
教師專業成長的目標

The primary purpose of professional development in an educational environment is to increase the effectiveness of all who are engaged in the teaching-learning process thereby increasing student achievement

教育體系中專業成長的主要目標爲提高所有教學相關人員的效率, 從而提升學生學習成效

What are some good sources of data that can guide us to determine professional development needs?

那些可說是好的資料來源可以讓我們制定專業成長的需要**?**

Classroom Observations 課堂觀察

- Effective teaching strategies 有效的教學策略
- Classroom management strategies
  教室經營策略
- Content knowledge 對課程的知識
- Classroom climate 教室氣氛
- Use of formative assessments to check for understanding 運用評量來確認學習成效
- Differentiation for differing abilities
  依照不同能力調整

Lesson Plans 課程計畫

- Ability to link lessons with objectives

  將課程與教學目標連結

- Planning for differentiation

  依多元能力制定不同教學計畫

- Assessment strategies 評量的策略

Self-Assessments 自我評量

- Use of student data in the self-assessment
  運用學生資料在自我評量上
- Identified needs for improvement
  了解需要以求進步
- Does self-assessment match other data observations
  依照其他資料的觀察來做自我評量

Portfolio Assessment 評量組合

- Student assessment strategies
  學生評量策略
- Writing effective lesson plans
  撰寫有效的課程計畫
- Communication skills 溝通技巧
- Content knowledge 課程知識
- Student achievement data
  學生學習成果資料

Student Work Samples
學生工作範例

- Assessment strategies 評量策略
- Content knowledge 課程知識
- Effective feedback 有效回饋
- Grading practices 評分方法

Results of Evaluation 評鑑結果

1. Goal for improvement 改進目標
2. Plan for attaining goal 目標計畫
3. Timeline 時間表
4. Assessment of effectiveness 評量成效

Goal Setting – SMART Goals
目標設定- SMART

S – Specific 具體的

M- Measureable 可衡量的

A - Achievable 可達成的

R – Realistic 實際的

T – Time-based 具時間性的

Developing a Plan – what actions will be done to achieve goal
制定一份計畫- 應該採取哪些行動

- Professional growth 專業成長
- Peer observations 同儕觀察
- Get more feedback – surveys, interviews

  更多的回饋 – 問卷或是面談
- Identify who can help 找出可幫忙的人

Types of Professional Growth Activities
專業成長活動的種類

- Course/workshop 上課/研討會
- Classroom visitations 課堂訪視
- Reading resources 閱讀
- Online courses 線上課程
- Videos 影片
- Mentor 導師
- Conference 會議
- Time for collaboration with another professional 與其他專業人士合作

The real work and benefit of teacher evaluation is in helping good teachers get better.

教師評鑑的實務工作與益處

是幫助優良教師精益求精