

## Different districts have different needs

We know there is no one-size-fits-all approach to teacher evaluation. Regardless of your budget or where you are in the teacher evaluation process, we can customize a consulting package to meet your unique needs.

### Example A

**You need to build a new teacher evaluation system from scratch**

Possible consulting package:

- Professional Summative Evaluation Analysis (1 Consultant for 1 day)
- Teacher Evaluation Academy (1 Consultant for 2 days p/100 participants)
- 15 Implementation Support Days
- *Evaluating America's Teachers* Book
- Teacher Evaluation Academy Workbook

### Example B

**You want to refine an existing system to better align with federal/state guidelines or district goals.**

Possible consulting package:

- Professional Summative Evaluation Analysis (1 Consultant for 1 day)
- Teacher Evaluation Academy (1 Consultant for 2 days p/100 participants)
- 5 Implementation Support Days
- *Evaluating America's Teachers* Book
- Teacher Evaluation Academy Workbook

### Example C

**You're just getting started and you're not sure whether you need to refine your existing system or build a new one.**

Possible consulting package:

- Professional Summative Evaluation Analysis (1 Consultant for 1 day)
- Teacher Evaluation Academy (1 Consultant for 2 days p/100 participants)
- *Evaluating America's Teachers* Book
- Teacher Evaluation Academy Workbook

# Frequently Asked Questions

## What is Corwin Teacher Evaluation Consulting?

Corwin Teacher Evaluation Consulting follows a 5-step process for creating a **state-compliant, comprehensive, summative teacher evaluation system** that is fair, rigorous, and balanced. Our certified teacher evaluation consultants will work with your leadership team to develop and implement a defensible teacher evaluation system based on the needs and requirements of your school district.

## I am already using the Marzano or Danielson framework. Why do I need Corwin Teacher Evaluation Consulting?

While the Marzano and Danielson frameworks produce a large amount of formative data that is valuable for helping teachers improve instruction, that data is not practical for hiring, compensation, promotion, or dismissal decisions.

School and district leaders need a defensible method for synthesizing data to arrive at a final determination of a teacher's performance. Corwin Teacher Evaluation Consulting provides that defensible method for deciding which types of data to take into consideration and how the data should be weighted.

## Why do I need both formative and summative evaluation systems?

Using formative evaluations for summative purposes may undermine the trust between teachers and instructional supervisors that is needed for teachers to grow professionally.

By separating formative and summative evaluations, teachers will have a safe space to try new practices and be receptive to critical feedback without fear of negatively affecting their summative evaluation scores.

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Call (800) 831-6640 to bring a certified teacher evaluation consultant to your district.

## Teacher Evaluation Consulting

By W. James Popham

- Get on-site expertise to help optimize your teacher evaluation program...
- Your students are counting on you.

www.corwin.com





## Do you have the most capable teacher possible in every one of your classrooms?

Whether you need a “built-from-scratch” program or you are simply looking to refine an existing system, Corwin’s Teacher Evaluation Consulting is the key to ensuring a **state-compliant, comprehensive, summative evaluation system** that measures teacher quality by the most important (and often overlooked) criteria.

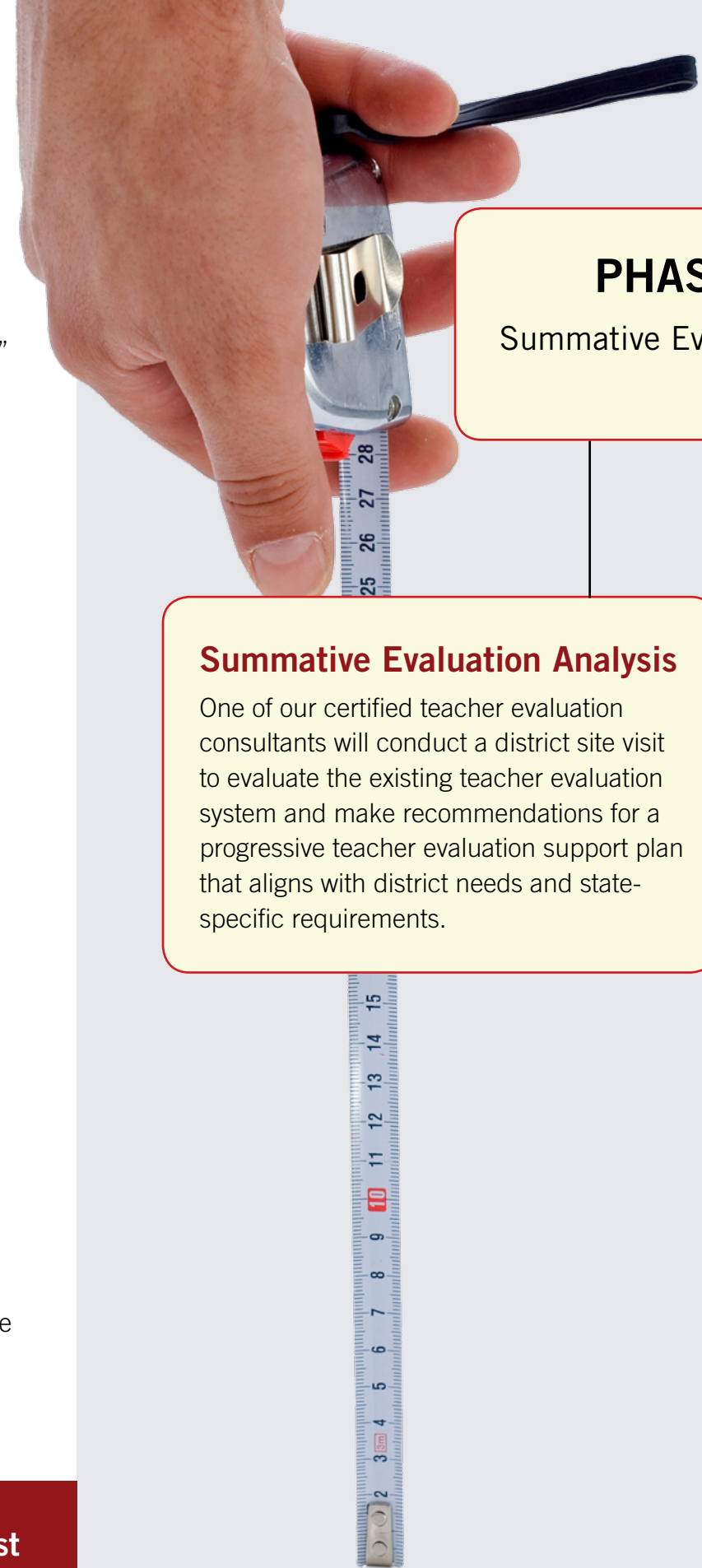
Participants walk away with a program that is:

- Compliant with federal and state mandates
- Fair and equitable to teachers
- Cost effective and time efficient
- An accurate measure of teacher effectiveness in the classroom

Furthermore, Corwin’s certified teacher evaluation team will provide **tailored, ongoing, district-specific support** to ensure proper implementation of newly developed evaluation systems. The bottom line is that Corwin Teacher Evaluation Consulting leaves you with the long term confidence that your students are learning from the best, every day.

Contact an account manager at 800-831-6640 to request a customized teacher evaluation consulting package.

## The Three Phases of the Corwin Teacher Evaluation Consulting



### PHASE ONE

Summative Evaluation Analysis

#### Summative Evaluation Analysis

One of our certified teacher evaluation consultants will conduct a district site visit to evaluate the existing teacher evaluation system and make recommendations for a progressive teacher evaluation support plan that aligns with district needs and state-specific requirements.

### PHASE TWO

Teacher Evaluation Academy

#### Teacher Evaluation Academy

A Corwin certified consultant will lead this two-day workshop on Jim Popham’s five-step model for designing an accurate and defensible teacher evaluation system. Participants leave the Teacher Evaluation Academy with a clear understanding of the defensibility and accuracy of their existing system and a strong foundation of research-affirmed principles for building or refining a defensible evaluation system during the Targeted Implementation Support Days.

##### Who Should Attend:

- State Officials
- School Administrators
- District Administrators
- Teacher Leaders

##### Jim Popham’s 5-Step Model:

1. Determine appropriate, state-aligned evaluative criteria
2. Identify specific evidence that aligns to the selected evaluative criteria
3. Weight the evaluative importance of selected evidence
4. Adjust evaluative weight to accommodate special instructional settings or situations
5. Reach equitable and defensible evaluations of teacher quality using both weighted evaluative criteria and teacher-specific evidence

##### Day One

Keynote: Jim Popham

Self-Report Inventory and Introductory Exercises

Step One: Determining Evaluative Criteria

Step Two: Choosing Criterion-Relevant Evidence

##### Day Two

Step Three: Weighting Evidence

Step Four: Weighting Adjustments

Step Five: Reaching an Overall Judgment

Next Steps and Final Keynote: Jim Popham

\*Actual Teacher Evaluation Academy agenda will vary based on consultant availability and the unique needs of your district.

### PHASE THREE

Targeted District Implementation Support Days

#### Targeted Implementation Support Days

We offer on-site implementation support in a full range of areas including:

- Criteria and Evidence Workshop
- Criteria Weighting Workshop
- Student Growth Criterion Workshop
- Using Classroom Assessment Data for Teacher Evaluation
- Walkthrough Implementation Guidance
- Stakeholder Support Workshop
- District Bargaining Unit Workshop
- Formative Evaluation Workshop
- And much more...