

Administrator Module E: Evaluation

AM_E1. At the beginning of the 2016-17 school year, did you or other staff from your school give teachers feedback this year based on last year's evaluations? (Select one option)

- a. All teachers in my school received feedback based on last year's evaluation even if the evaluation occurred at another school.
- b. Teachers in my school received feedback based on last year's evaluation but only if that evaluation came from my school.
- c. Feedback was generally not given to teachers at my school based on last year's evaluation.

AM_E2. Please indicate the extent to which you agree or disagree with the following statements regarding the evaluation process.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. The teacher evaluation process helps teachers to identify areas where they can improve. (Select one option)				
b. The teacher evaluation process provides teachers with clear expectations for their teaching. (Select one option)				
c. The teacher evaluation process helps teachers plan instruction and develop lesson plans. (Select one option)				
d. When conducting observations on my best teachers I feel that we are just "going through the motions". (Select one option)				

AM_E3. Please indicate the extent to which teacher evaluation results from teacher evaluation ratings as a whole in your school are used for the following purposes.

	Not at All	To a Small Extent	To a Moderate Extent	To a Large Extent	Do Not Know
a. To identify areas in which teachers need professional development (Select one option)					
b. To determine whether particular teachers receive (or keep) tenure (Select one option)					
c. To determine whether teachers receive a promotion to a higher level (Select one option)					
d. To assign teachers to classes/students (within the school)					
e. Setting goals with teachers for student achievement growth for the next school year (Select one option)					
f. To make changes to your leadership practices (Select one option)					
g. To provide information to parents and/or the general public about the quality of teaching at my school as a whole (Select one option)					
h. To determine whether teachers enter into some type of probationary status (employee improvement plan, etc.) (Select one option)					

AM_E4. Last year how many teachers did you put on a plan for improvement due to low performance on their evaluation score? (Select one option)

- a. My district does not have a policy that allows putting low-performing teachers on improvement plans.
- b. My district allows me to put low-performing teachers on improvement plans but I did not have any teachers that were put onto one
- c. One teacher
- d. 2-3 teachers
- e. 4 or more teachers

AM_E5. Do you consider it a challenge to remove struggling teachers? Out of the reasons below, please select the item you see as the biggest reason that you choose not to counsel out a teacher from the profession. (ROTATE) (Select one option)

- a. The paperwork burden is too significant.
- b. It would hurt staff morale in my school too much
- c. It is not clear that I would find an individual to serve as a replacement better than the teacher I am trying to counsel out
- d. There is a lack of district support
- e. I do not consider it a challenge to remove struggling teachers

AM_E6. Please indicate the extent to which you agree or disagree with the following statements regarding TVAAS (Tennessee Value-Added Assessment System).

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. TVAAS scores should be used to inform professional development priorities. (Select one option)				
b. Student growth data is useful for organizing classrooms in your school (e.g. seating charts, etc.). (Select one option)				
c. There is a trusted resource at my school for staff to consult when they have questions about TVAAS. (Select one option)				
d. There is a trusted resource in my district that I may consult when I have questions about TVAAS. (Select one option)				
e. TDOE communication concerning TVAAS is easy to understand. (Select one option)				

AM_E7. Please report on your view of the overall burden on PRINCIPALS AND OTHER ADMINISTRATORS related to the implementation of the entire teacher evaluation process. (Select one option)

Low Burden 1	2	3	4	High Burden 5

AM_E8. Please report on your view of the overall burden on TEACHERS related to the implementation of the entire teacher evaluation process.

Low Burden 1	2	3	4	High Burden 5

AM_E9. Please select one item from the list below that you feel would be most useful to support your implementation of the teacher evaluation system? **(ROTATE)** (Select one option)

- a. Additional training in the form of coaching, sessions on effective evaluation, or online modules
- b. Providing a district-wide observer that conducts some of the observation cycles for my teachers
- c. Increased enthusiasm for the evaluation processes from my staff
- d. More flexibility on observation policies and procedures
- e. None of the above
- f. Other (Please specify)

AM_E10. Think about your faculty. If you were to make a list of teachers from your "best" teacher to your "worst" teacher, how would your rating of their day to day performance match the Level of Effectiveness (LOE) score they receive on their summative evaluation? (Select one option)

- a. My list of ratings would match teachers' LOE scores very closely.
- b. My list of ratings would match teachers' LOE scores closely.
- c. My list of ratings would match teachers' LOE scores somewhat.
- d. My list of ratings would NOT match teachers' LOE scores at all.

AM_E11. Please indicate the extent to which you agree or disagree with the following statements regarding the ADMINISTRATOR evaluation system used in your school district.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. The evaluation criteria are applied equally to all administrators, regardless of their background or level of experience. (Select one option)				
b. The system is effective in identifying outstanding administrators. (Select one option)				
c. The system is effective in identifying administrators who are struggling. (Select one option)				
d. Feedback from my evaluation influences the professional learning activities in which I participate. (Select one option)				

AM_E12. Please indicate the quality of the feedback your evaluator provides to you for each of the following standards?

	Not Useful	Somewhat Useful	Useful	Very Useful
a. Instructional Leadership for Continuous Improvement (Select one option)				
b. Culture for Teaching and Learning (Select one option)				
c. Professional Learning & Growth (Select one option)				
d. Resource Management (Select one option)				