

Reliability in Classroom Observations

National Institute for Excellence in Teaching
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About NIET

The National Institute for Excellence in Teaching (NIET) is a 501(c)(3) nonprofit organization that pursues its mission to increase educator effectiveness through two signature initiatives:

- TAP: The System for Teacher and Student Advancement and
- the NIET Best Practices Center (BPC)

TAP Reaches Teachers and Students Nationwide

For more than a decade, TAP has pioneered a comprehensive school reform focused on the quality of teaching and the advancement of effective teachers.

In the 2011-12 school year, TAP will reach

- 13 states
- 500 schools
- 20,000 teachers
- 200,000 students



The System for Teacher
and Student Advancement

A NEW DIRECTION FOR SUCCESS

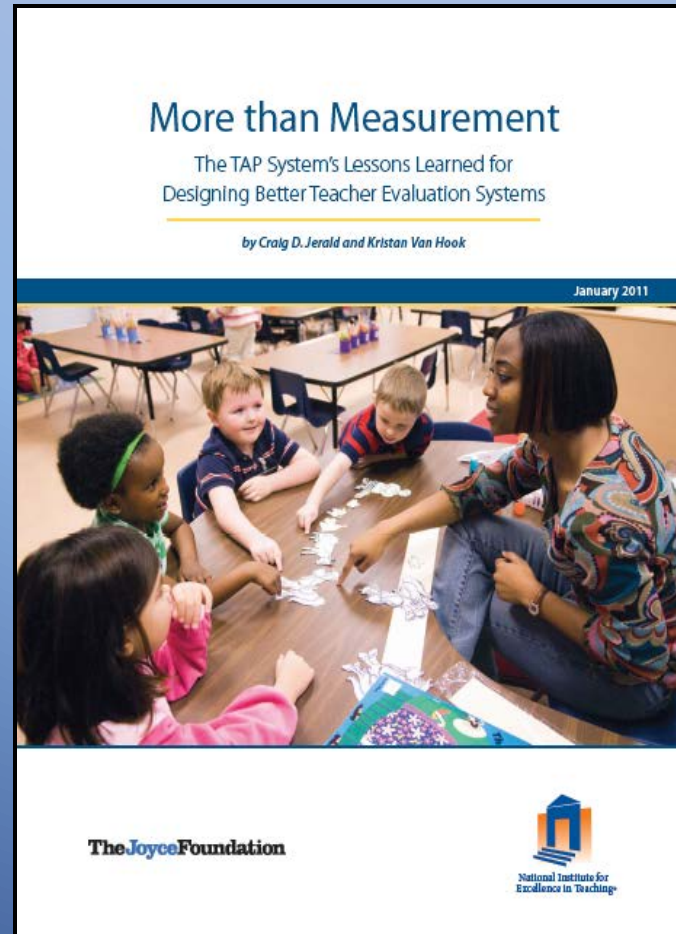
Teacher excellence → Student achievement → Opportunities for all

The NIET Best Practices Center

- Based on more than a decade of experience in schools across the country, the Best Practices Center (BPC) works with its partners to redesign educator evaluation systems to more effectively measure performance and support improvements in instructional practice.
- The BPC also provides support for performance-based compensation systems and creating teacher leadership roles in schools.
- With proven results and leadership in educator quality and reform, BPC works to engage schools, districts and states through:



The TAP System's Lessons Learned for Designing Better Teacher Evaluation Systems



TAP Elements of Success

**Multiple
Career
Paths**

**Ongoing Applied
Professional
Growth**

**Instructionally
Focused
Accountability**

**Performance-
Based
Compensation**



Classroom Observation Component of Teacher Evaluation

**Instructionally
Focused
Accountability**

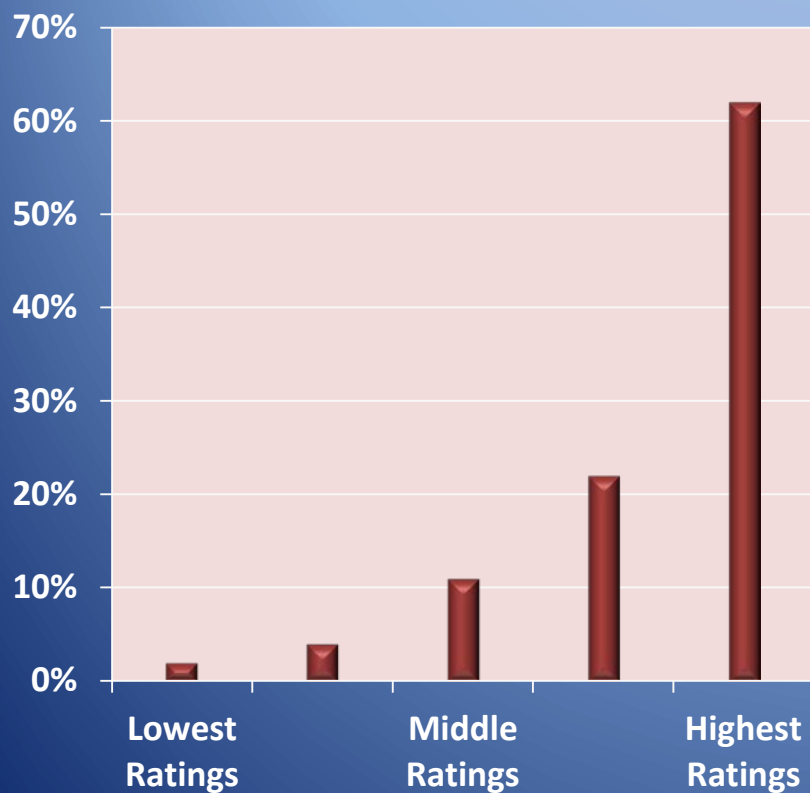


Fair evaluations based on clearly defined, research-based standards

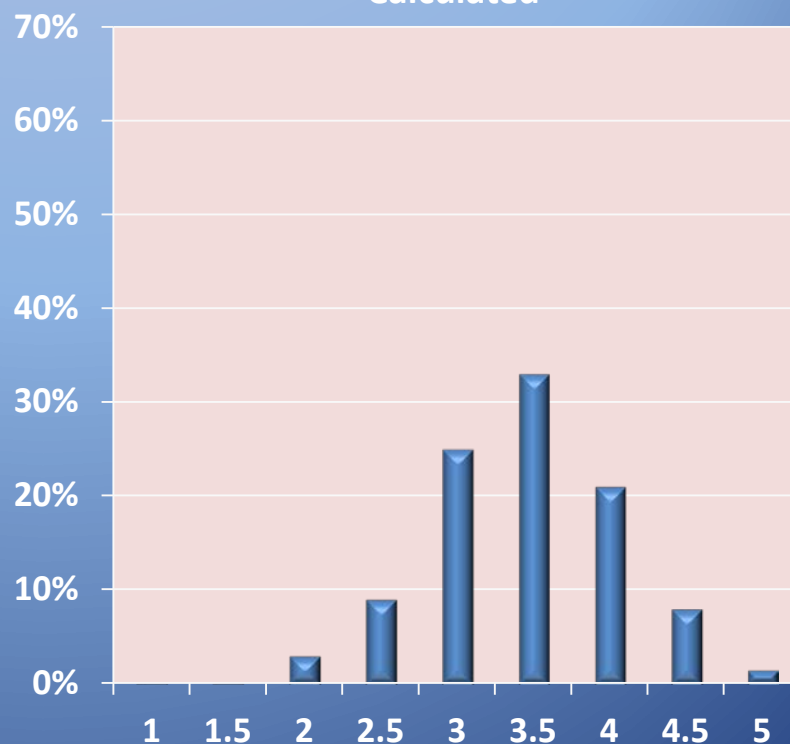
- Multiple evaluations of classroom practice
- By multiple trained and certified evaluators
- Post-conferences following each evaluation; pre-conferences before announced observations
- Follow-up support through PD, individual coaching and access to online resources

TAP Teacher Evaluations versus Traditional Teacher Evaluations

Observational Ratings in Urban Districts with Non-Binary Scales Reported in *The Widget Effect*



Observational (SKR) Ratings in TAP Schools Before Value-Added Scores are Calculated



Similar Scale for Classroom Observations and Value-Added Scores

Classroom Observations

Unsatisfactory

Proficient

Exemplary

1

2

3

4

5

Much less than a year's growth

Less than a year's growth

One year's growth

More than a year's growth

Much more than a year's growth

Value-Added Scores

Correlation Between TAP's Measures of Teacher Performance



TAP's *Teaching Standards* are Research-Based

The TAP *Teaching Standards* are based on education psychology research focusing on learning and instruction, and continue to be validated by more recent research. In addition, the development was influenced by focus groups with outstanding educators, including many Milken Educators.

The work was informed by materials from numerous sources, including:

- Interstate New Teacher Assessment and Support Consortium (INTASC)
- National Board for Professional Teacher Standards
- Massachusetts' Principles for Effective Teaching
- California's Standards for the Teaching Profession
- Connecticut's Beginning Educator Support Program
- New Teacher Center's Developmental Continuum of Teacher Abilities
- Danielson's Framework for Teaching

TAP Teaching Standards: Skills, Knowledge & Responsibilities

INSTRUCTION	THE LEARNING ENVIRONMENT
<ol style="list-style-type: none"> 1. Standards and Objectives* 2. Motivating Students* 3. Presenting Instructional Content* 4. Lesson Structure and Pacing* 5. Activities and Materials* 6. Questioning* 7. Academic Feedback* 8. Grouping Students* 9. Teacher Content Knowledge* 10. Teacher Knowledge of Students* 11. Thinking* 12. Problem Solving* 	<ol style="list-style-type: none"> 1. Expectations* 2. Managing Student Behavior* 3. Environment* 4. Respectful Culture*
DESIGNING AND PLANNING INSTRUCTION	RESPONSIBILITIES
<ol style="list-style-type: none"> 1. Instructional Plans 2. Student Work 3. Assessment 	<ol style="list-style-type: none"> 1. Staff Development** 2. Instructional Supervision** 3. Mentoring** 4. Community Involvement** 5. School Responsibilities** 6. Growing and Developing Professionally 7. Reflecting on Teaching

* Indicates criteria that are evaluated during classroom observations.

** Indicates criteria that are only applied to master and mentor teachers.

Example of One Indicator in the TAP Teaching Standards

	Exemplary (5)	Proficient (3)	Unsatisfactory (1)
Academic Feedback	<ul style="list-style-type: none"> ➤ Oral and written feedback is consistently academically focused, frequent, and high-quality. ➤ Feedback is frequently given during guided practice and homework review. ➤ The teacher circulates to prompt student thinking, assess each student's progress, and provide individual feedback. ➤ Feedback from students is regularly used to monitor and adjust instruction. ➤ Teacher engages students in giving specific and high-quality feedback to one another. 	<ul style="list-style-type: none"> ➤ Oral and written feedback is mostly academically focused, frequent, and mostly high-quality. ➤ Feedback is sometimes given during guided practice and homework review. ➤ The teacher circulates during instructional activities to support engagement and monitor student work. ➤ Feedback from students is sometimes used to monitor and adjust instruction. 	<ul style="list-style-type: none"> ➤ The quality and timeliness of feedback is inconsistent. ➤ Feedback is rarely given during guided practice and homework review. ➤ The teacher circulates during instructional activities, but monitors mostly behavior. ➤ Feedback from students is rarely used to monitor or adjust instruction.

Inter-rater Reliability

Consistency between the scores assigned by evaluators resulting from the process of coming to consensus on collected evidence and assigned scores based on the TAP Teaching Standards.

Initial Training and Ongoing Support of Inter-rater Reliability

Know it

The first step to creating inter-rater reliability is truly understanding the standard (rubric) being used to evaluate.

Assess it

In order to measure this understanding, you need to assess evaluators application of the rubric in a controlled environment.

Monitor/Address it

Once this baseline has been set, you need to provide ongoing support and training towards applying it successfully.

What are Effective Ways to Monitor and Address Inter-rater Reliability?

To Monitor Inter-rater Reliability

To Address Inter-rater Reliability

tap System: C.O.D.E.
Comprehensive Online Data Entry

James Snyder

Arkansas

Observations Reports Administration Forums Calculate!

Reports

- School Meeting Schedule by District (Table)**
At-a-glance of clusters /leadership team meetings schedule by school/district. This report is very effective for leaders of multiple locations.
- School Meeting Schedule (Table)**
At-a-glance of clusters /leadership team meetings schedule by school/district.
- Observer Averages by Rubric Domain**
Provides Observer's average score, effectiveness of this report, use it in conjunction with the "Overall Observations by Teacher" report.
- Teacher Averages by Rubric Domain**
Total Observations completed on each "for improvement" areas. This information use it in conjunction with the "Overall Observations by Teacher" report.
- Teacher Levels Averages by Rubric Domain**
Total number of Observations by teacher areas" by teacher level. To maximize effectiveness of this report, use it in conjunction with the "Overall Observations by Teacher" report.
- Grade Level Averages by Rubric Domain**
Total number of Observations by grade level. This report is useful for monitoring and addressing inter-rater reliability.

Test School C1 - Overall Averages by Rubric Indicator (2011-2012)

Rubric Indicator	Average Score
Instructional Practice	3.81
Student Work	3.41
Assessment	3.75
Explanations	3.54
Managing Student Behavior	3.33
Environment	3.43
Professional Culture	3.71
Standards and Objectives	3.43
Monitoring Student Learning	3.26
Presenting Instructional Content	3.34
Lesson Structure and Delivery	3.26
Activities and Materials	3.21
Questions	3.22
Academic Feedback	3.24
Grouping Students	3.33
Teacher Content Knowledge	3.21
Teacher Knowledge of Systems	3.25
Thinking	3.44
Problem Solving	3.24

NIET best practices center portal

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Home Evaluation Process Video Library Training Modules Document Library Professional Development Online Certification TAP System Info

NIET Best Practices Portal

The National Institute for Excellence in Teaching (NIET) is a public non-profit organization committed to improving educator effectiveness. The NIET Best Practices Portal is a subscription-based interactive Web tool that provides real-time access to individualized trainings and support in order to improve instruction and evaluation.

★★★★★

Operated by National Institute for Excellence in Teaching

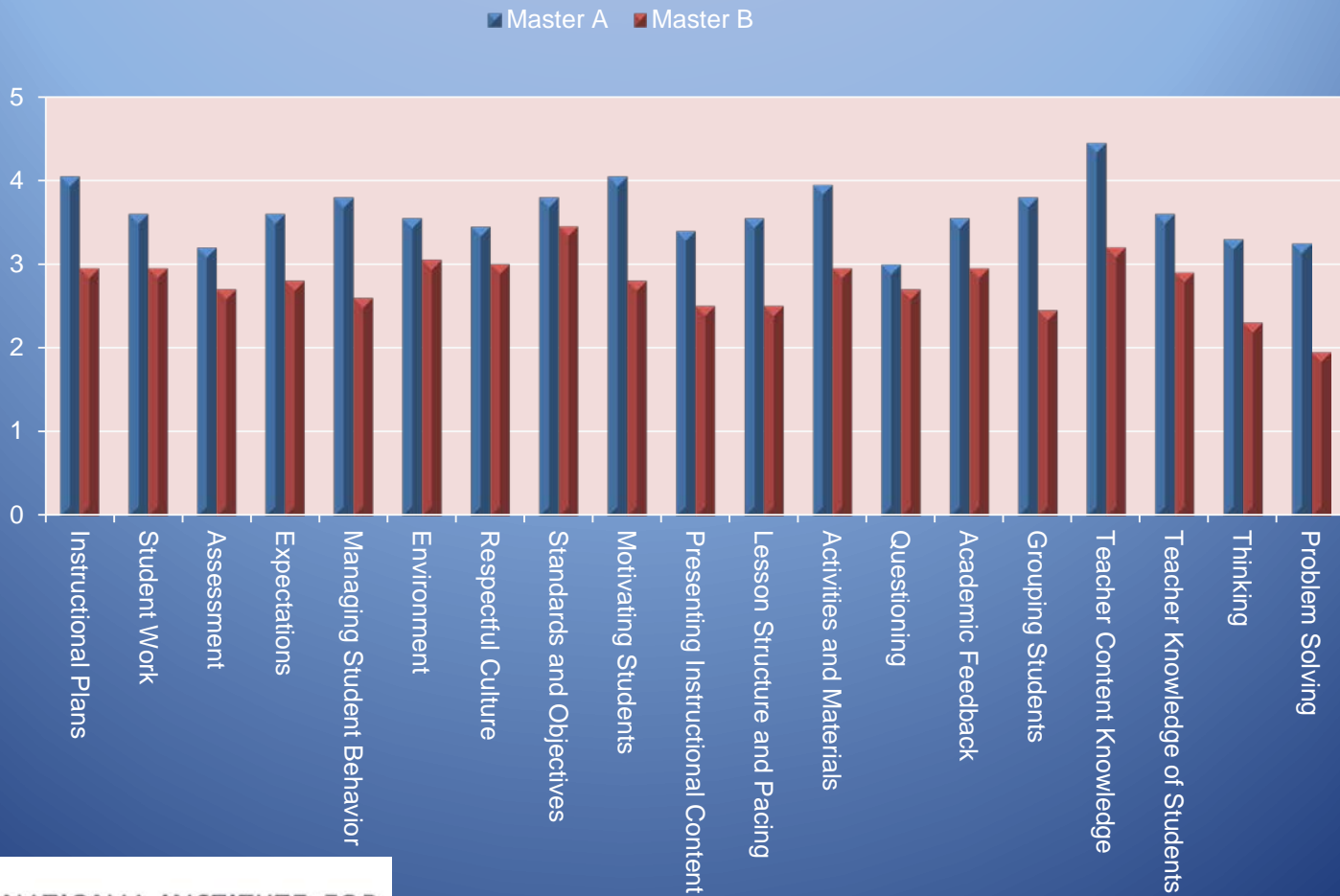
Language Arts — 13a. Fourth Grade (Identify Adjectives and Write Descriptive Paragraph) Lesson Video.mpt

Language Arts: Grade 4

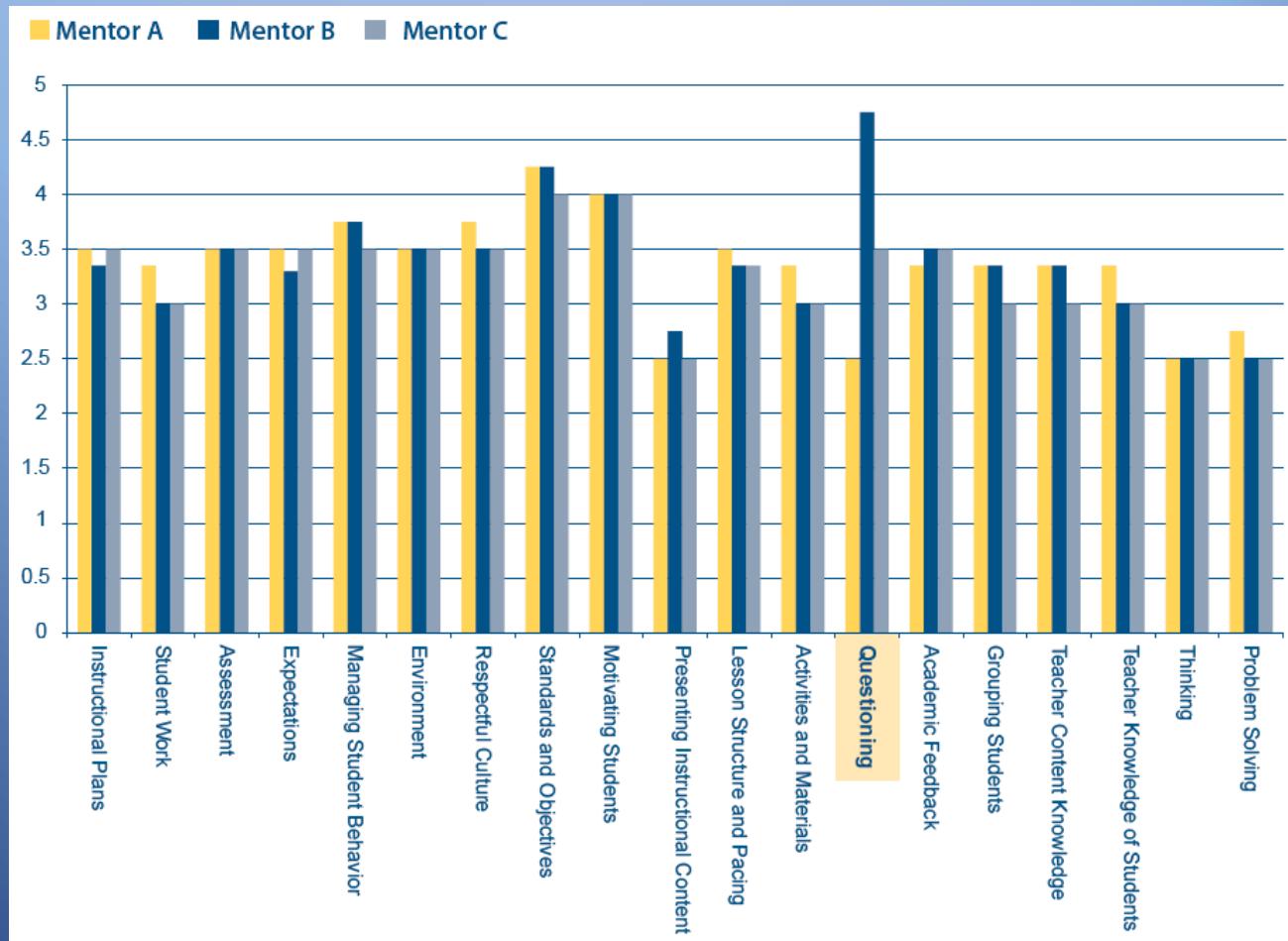
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Monitoring Inter-Rater Reliability: A Case of Inconsistent Scoring Across Evaluators



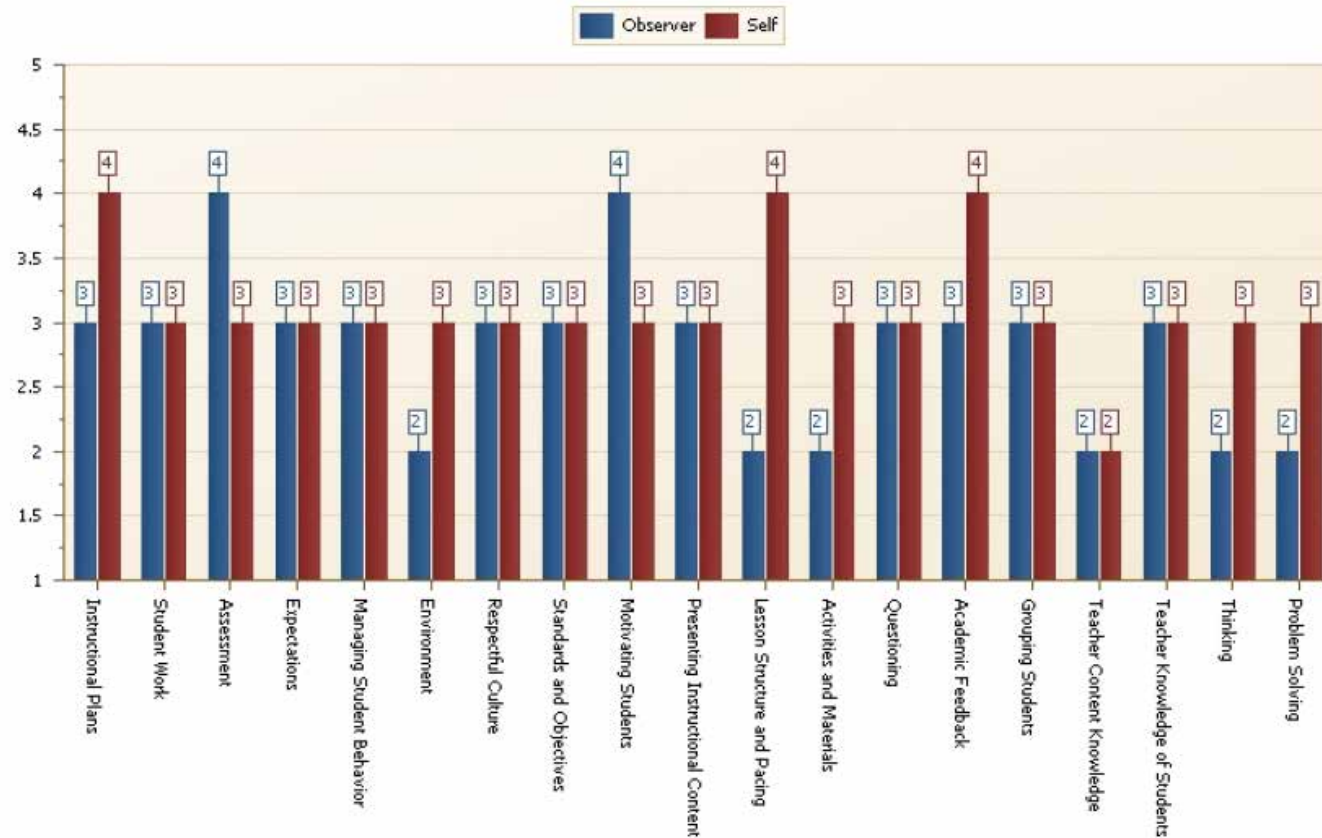
Monitoring Inter-Rater Reliability: A Case of Inconsistent Scoring of One Rubric Indicator



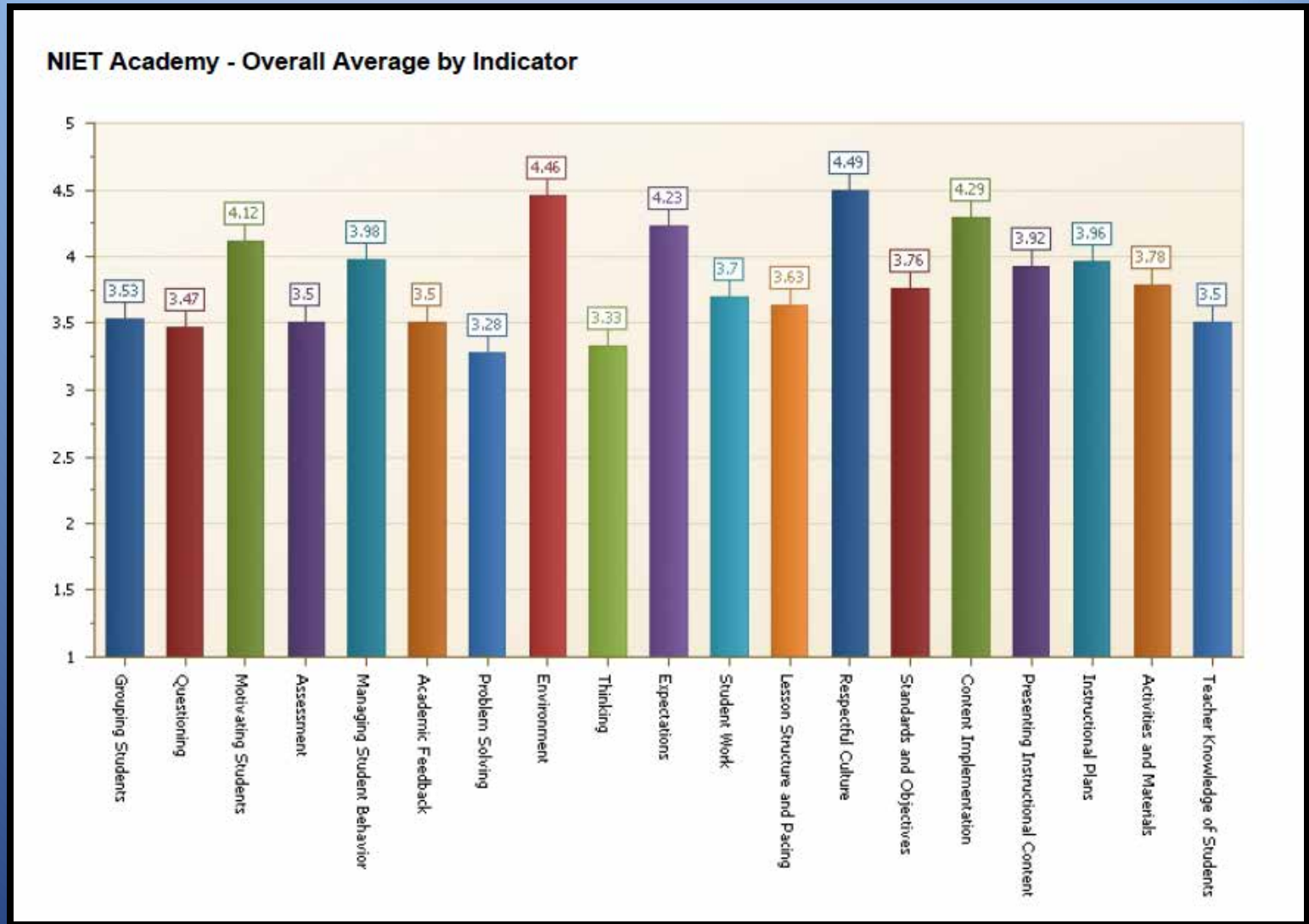
Example of average observer vs. teacher's self score

NIET Academy - Average Observer vs. Self Score (2011-2012)

King, Susan



Overall Average by Rubric Indicator



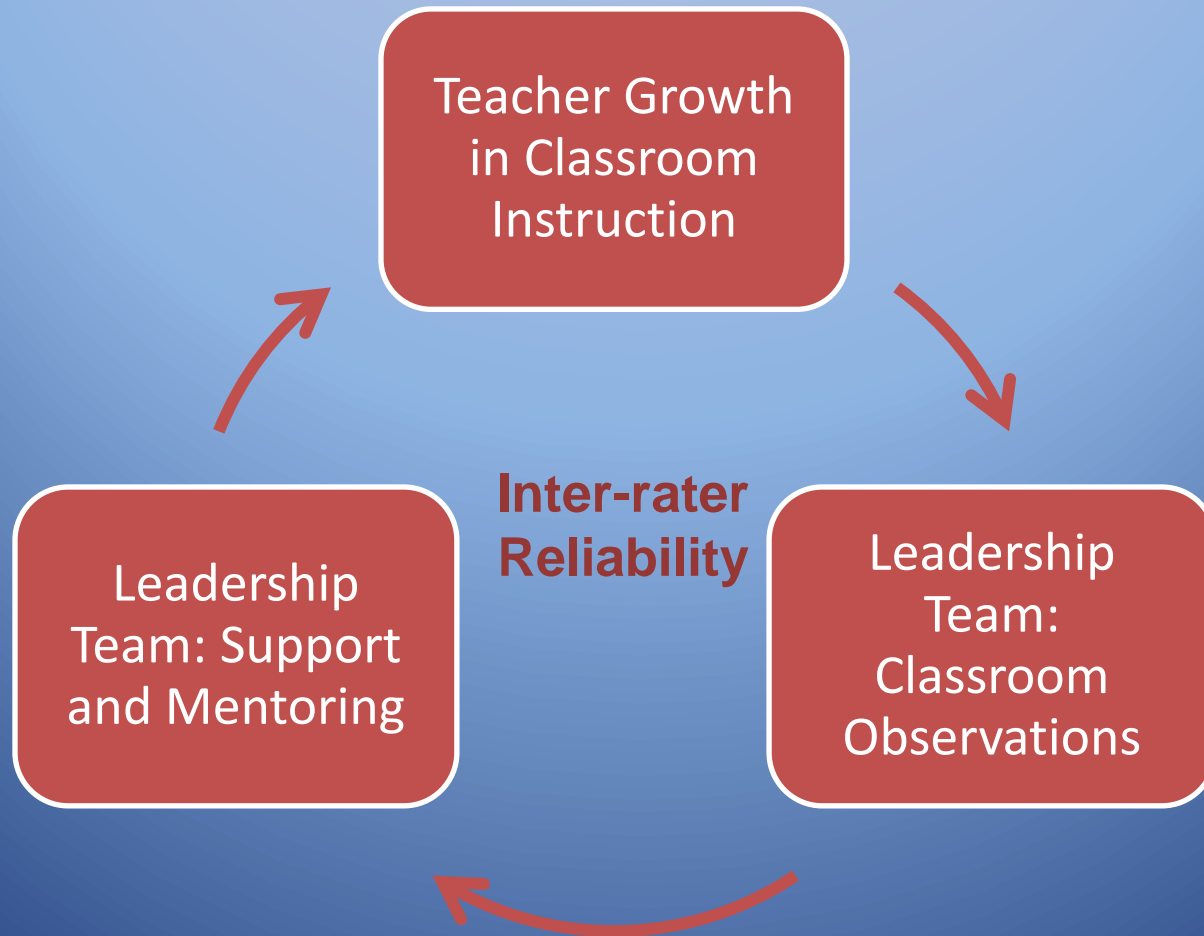
Ways to Build Inter-rater reliability Up Front

- Evaluators are trained together as a team, so they build a common language and common understanding of each indicator
- Each evaluator must pass a certification test, and be recertified annually, coming within one point of national raters
- Initial training is reinforced through online resources and training

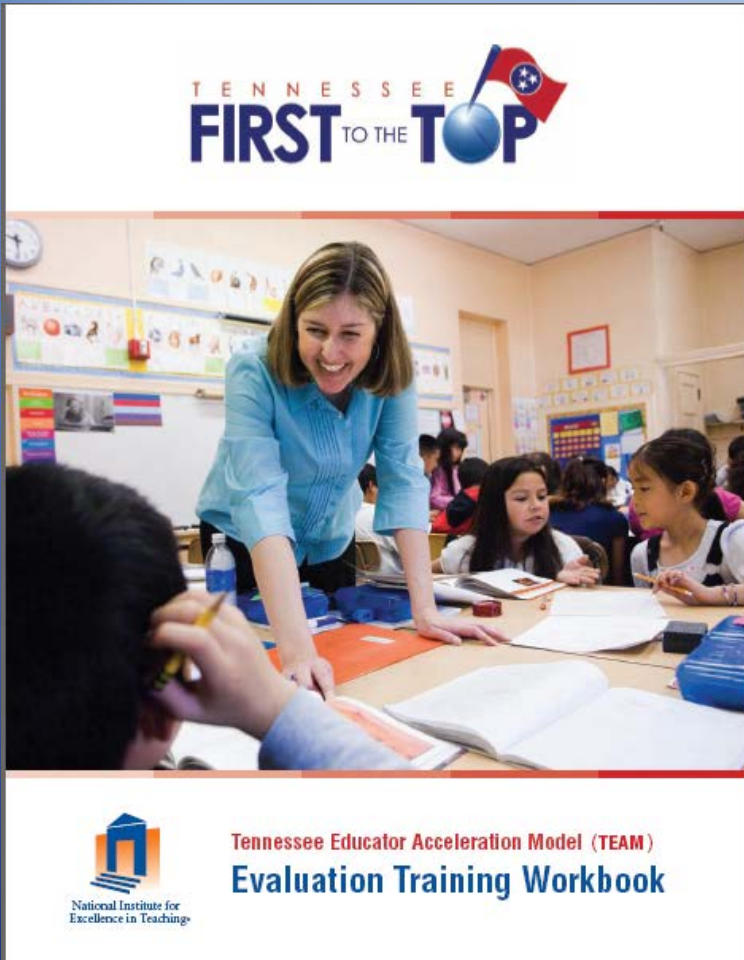
Ways to Address Inter-rater reliability Over Time

- Using the CODE system, leadership or evaluation teams can examine consistency amongst raters to ensure that each rater is scoring within one point of each evaluator on their team
- The examination of evaluator data through CODE reduces the possibility of score inflation
- We recommend that evaluators schedule activities to monitor inter-rater reliability within their team at least once per month

Inter-rater Reliability in Practice: A Process Based upon Continuous Improvement

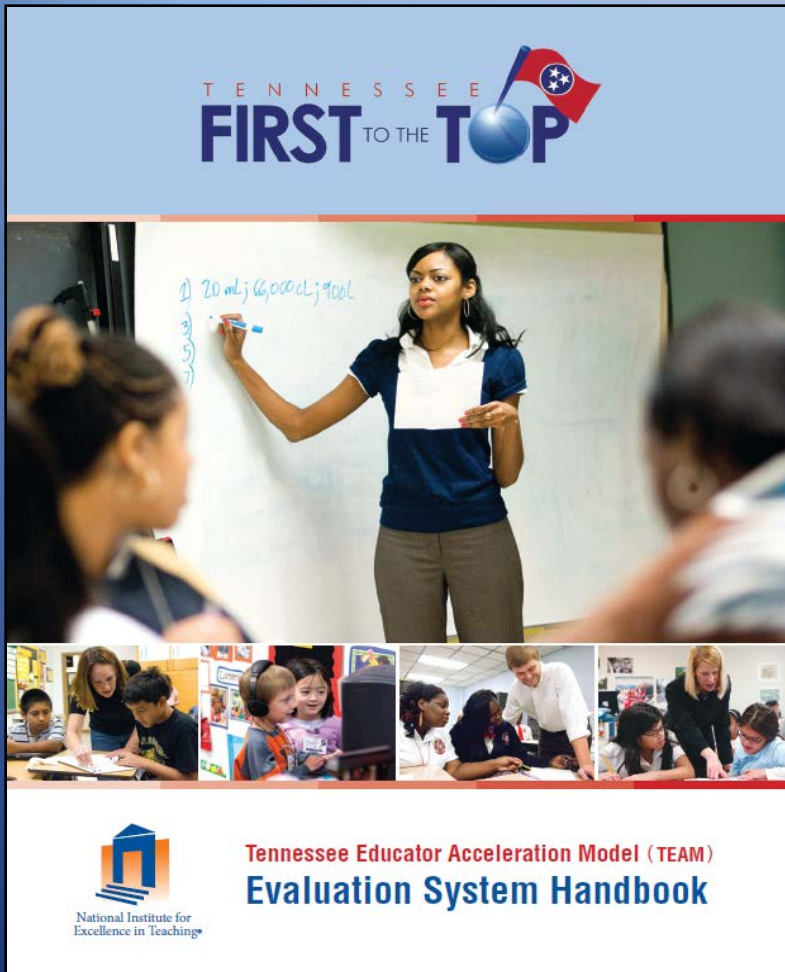


Tennessee Education Acceleration Model (TEAM): Educator Observation



TEAM will shed light on educator practices and relevant student outcomes, while also facilitating a process for analysis and continuous improvement. This new system will include multiple measures for looking at performance and will provide a way to individualize both support and recognition for educators.

Tennessee First to the Top – Evaluation System



Field test of different observation systems across the state

TAP Teaching Standards selected for the classroom observation portion of new statewide teacher evaluation model

NIET supports the state in training 5,000 evaluators over the course of the summer, as well as designated TNDOE staff to provide ongoing support

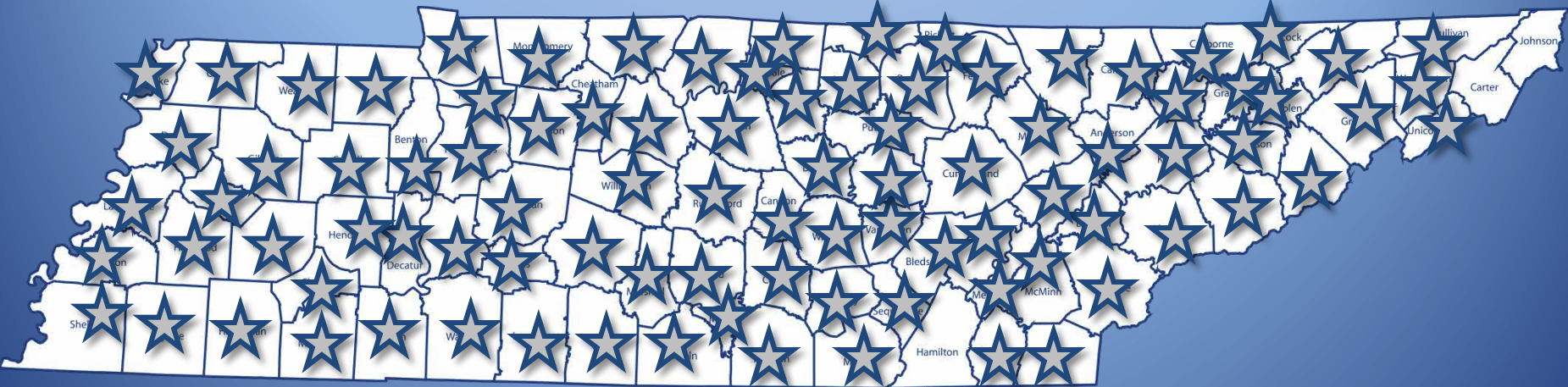
90,000 educators registered on NIET Portal, accessing information on the evaluation system, certification for evaluators, monitoring of results, as well as support for improvement for individual teachers

Tennessee

NIET supported the state in training
5,000 evaluators in 100 trainings
over the course of the summer 2011

Location and Number of Evaluation Trainings	
Bristol	1
Clarksville	1
Clarksville Montgomery	3
Cleveland	4
Columbia	2
Columbia	2
Cookeville	8
Fayetteville	2
Greeneville	5
Harriman	2
Henderson	2
Jackson	1
Jackson /Madison County School System	2
Jefferson City	1
Johnson City	4
Knox County Schools	6
Knoxville	5
Lebanon	4
Martin	6
McKenzie	1
Memphis/Shelby County Schools	3
Metro Nashville Public Schools	6
Morristown	1
Mountain City	1
Murfreesboro	3
Nashville	9
Ripley	1
Robertson County Schools	1
Rutherford County Schools	3
Savannah	3
Sevier County Schools	2
Sumner County Schools	3
Tipton County Schools	1
Williamson County Schools	3
Grand Total	102

School Districts in Tennessee Using NIET Classroom Observation Instrument



TEAM Annual Observation Cycle

PROFESSIONAL TEACHERS					
Suggested Sequence	Type	Length	Rubric	Pre-Conference	Post-Conference Type
First	Informal (Announced)	15 Min	Planning Rubric—3 indicators (Teacher provides lesson plan)	Yes	Informal
Second	Formal (Announced)	Lesson	Instruction Rubric—all 12 indicators	Yes	Formal
Third	Informal (Unannounced)	15 Min	Environment Rubric—4 indicators	No	Informal
Fourth	Formal (Unannounced)	Lesson	Instruction Rubric—all 12 indicators	No	Formal

APPRENTICE TEACHERS					
Suggested Sequence	Type	Length	Rubric	Pre-Conference	Post-Conference Type
First	Informal (Announced)	15 Min	Planning Rubric—3 indicators (Teacher provides lesson plan)	Yes	Informal
Second	Formal (Unannounced)	Lesson	Instruction Rubric—all 12 indicators	No	Formal
Third	Informal (Unannounced)	15 Min	Environment Rubric—4 indicators	No	Informal
Fourth	Formal (Announced)	Lesson	Instruction Rubric—all 12 indicators	Yes	Formal
Fifth	Informal (Announced)	15 Min	Planning Rubric + Environment Rubric—7 indicators	Yes	Informal
Sixth	Formal (Unannounced)	Lesson	Instruction Rubric—all 12 indicators	No	Formal

Tennessee Teachers Access NIET's Online Training Portal

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★★★★

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Evaluation Process Resources

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EVALUATION PROCESS: RESOURCES

Creating the capacity for evaluation and evaluation-guided improvement in schools requires the right tools as well as the sustained engagement of teachers and leaders. To learn more, select from the links below.

FILE NAME	UPLOADED
Conferencing Scoring Rubric.pdf	06/07/2011
Educator Professionalism Rating Report.docx	06/07/2011
Educator Professionalism Rating Report.pdf	06/07/2011
Environment Rubric.pdf	06/07/2011
Explanation of TAP Teaching Standards-Rubric Explanations.pdf	08/16/2011
Hints for Capturing Evidence.pdf	06/07/2011
Instruction Rubric.pdf	06/07/2011
Observation Report Template.doc	06/07/2011
Planning Rubric.pdf	06/07/2011
Professionalism Rubric.pdf	06/07/2011
Teacher Observation Report Template.pdf	06/07/2011
Tennessee TEAM Handbook.pdf	06/09/2011
Tennessee TEAM Workbook.pdf	06/07/2011

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Evaluator Certification

Certification and Recertification:

Another integral feature of the training portal includes an **online certification and recertification** for evaluators. This online experience will include the opportunity to **watch a lesson video, gather evidence and then evaluate the lesson** and assign scores for the lesson. Certification also requires demonstrating the ability to plan an effective post-conference. Once the exam is passed, the evaluator would **officially be certified to evaluate**

Recertification CORE Documents Development Evaluation Overview CODE Strategies Videos Training TSI & Conferences

Evaluator Recertification

Welcome to Evaluator Recertification. To become certified to perform Teacher Evaluations, please complete this two-step process.

1. View and evaluate a teacher lesson.
2. Answer eight questions regarding the Post-Conference.

After you click BEGIN, do NOT use your browser's back arrow button. For assistance with the Online Recertification process, please click [Online Recertification User Guide](#).

2011-2012 School Year History

Current Status: Not Started

STEP	DESCRIPTION	STATUS	SCHOOL YEAR	STATUS
1	View Lesson	BEGIN		
2	Post Conference	Not Started		

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Video Library



Training Modules

Teacher Knowledge of Students Training Module

ATTACHMENTS BOOKMARK SEND LINK

tap The System for Teacher and Student Advancement

Teacher Knowledge of Students Descriptors

Next Slide

Outline


1. TAPTM System Training Module: Teacher Knowledge of Students
2. Instructional Rubric Indicator: Teacher Knowledge of Students
3. Research about Teacher Knowledge of Students
4. Teacher Knowledge of Students Descriptors
5. Lesson Video Clip Directions
6. Lesson Video Clips
7. Lesson Video Clip Instructions
8. Video Clip #1, First grade language arts lesson
9. Reflection on Evidence
10. Teacher Knowledge of Students Quiz
11. Video Clip #2, Sixth grade language arts lesson
12. Reflection on Evidence
13. Teacher Knowledge of Students Quiz #2
14. National Raters Evidence and Scores comparison
15. Suggested Coaching Questions for Teacher Knowledge of Students
16. Teacher Knowledge of Students Cluster #1
17. Thank you for interacting with this Training Module

Descriptors for Teacher Knowledge of Students

- Teacher practices display understanding of some student anticipated learning difficulties.
- Teacher practices sometimes incorporate student interests and cultural heritage.
- Teacher sometimes provides differentiated instructional methods and content to ensure children have the opportunity to master

Detailed information about descriptors

Differentiation



articulate
VIDEO PRESENTATION

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NIET Data Systems

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NIET DATA SYSTEMS

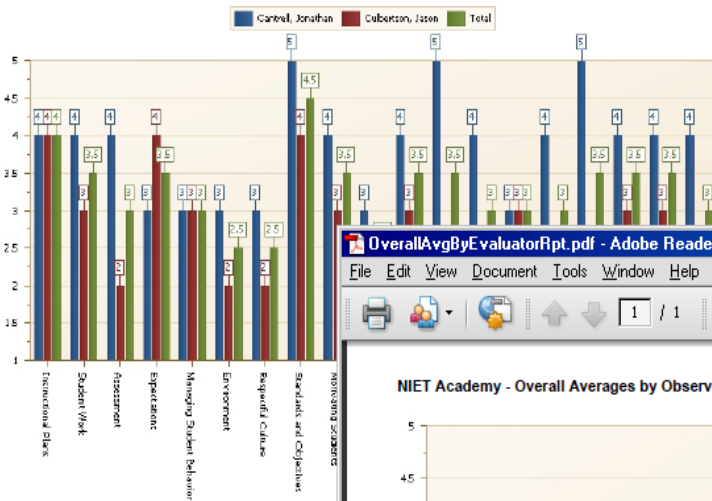
The optional Comprehensive Online Data Entry system (CODE) is an interactive management tool to store and analyze educator observation data. By entering the educator evaluations (observations) into CODE, school leaders can monitor their inter-rater reliability and calculate educator effectiveness scores. The system also generates multiple charts and graphs of relevant data. Including CODE as part of your NIET Best Practices Portal experience creates a powerful technology resource for your school.

- [Get Started](#)

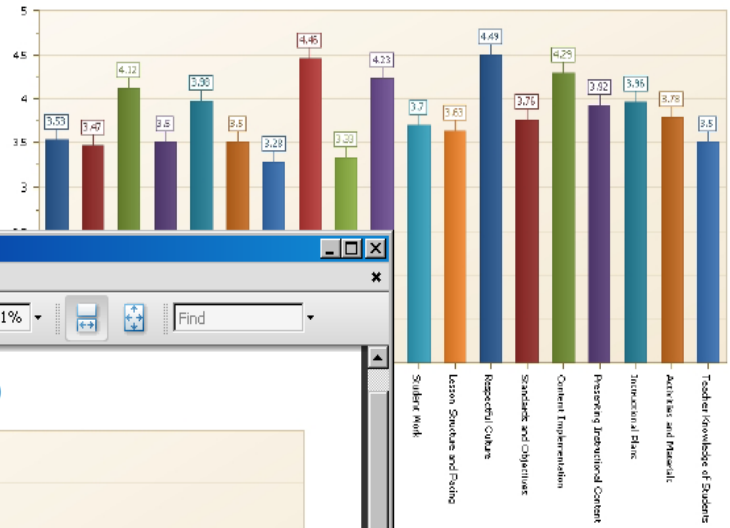
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NIET Data System Reports

NIET Academy - Rubric Domain Averages by Observer (2010-2011)



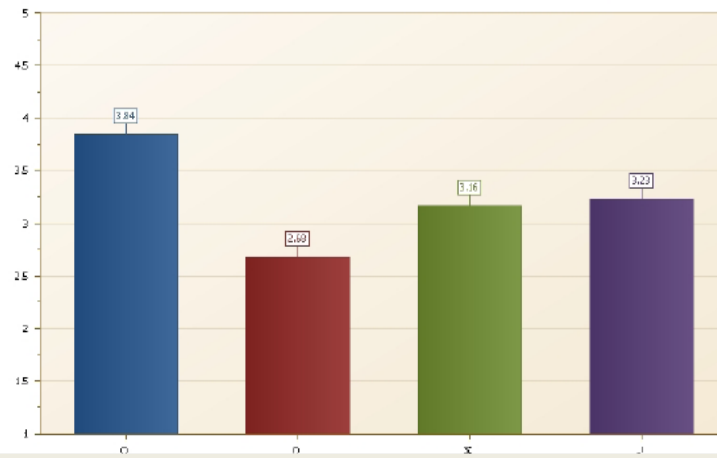
NIET Academy - Overall Average by Indicator



OverallAvgByEvaluatorRpt.pdf - Adobe Reader



NIET Academy - Overall Averages by Observer (2010-2011)



Support provided to school leaders to train teachers

- After the initial training that we provided to all 5,000 evaluators in the state of Tennessee the state department hired 9 trained consultants to serve as a support system for the schools in the new evaluation process
- After our initial training each administrator was required to train their teachers and staff on the evaluation process using materials that we provided on our portal
- To assist and support administrator in training their teachers we provided a PowerPoint presentation, a training manual, a participant guide and accompanying videos for three levels of training: an elementary, middle and high school training
- We currently have 90,000 users in our NIET Best Practices Center Portal from the state of Tennessee

TN Administrators Brief their Faculties

The grid contains 15 slides, numbered 1 through 15. Slide 1 is titled 'NIET Teacher Evaluation Process' and features a Venn diagram with three overlapping circles in blue, orange, and green. Slide 2 is 'Evaluator Expectations'. Slide 3 is 'In order to fully understand and utilize this tool effectively...'. Slide 4 is 'Agenda'. Slide 5 is 'Agenda, Cont...'. Slide 6 is 'Handbook Walk'. Slide 7 is 'Overview of Evaluation Process—Professional Teachers' and includes a table with columns for 'Indicator', 'Description', 'Rating', and 'Weight'. Slide 8 is 'Overview of Evaluation Process—Apprentice Teachers' and includes a similar table. Slide 9 is 'For Logistic Questions about TEAM'. Slide 10 is 'Objectives'. Slide 11 is 'Research Supporting Instructionally Focused Accountability'. Slide 12 is 'Where did the NIET rubric come from?'. Slide 13 is 'Why the NIET rubric?'. Slide 14 is 'Elements of an Effective Lesson Placement Consensus' and includes a circular diagram with 'Professional Rubric' in the center and 'Participant A', 'Participant B', and 'Participant C' around it. Slide 15 is 'Placemat Consensus' and includes a diagram with 'Consensus Goals' in the center and 'Participant A', 'Participant B', and 'Participant C' around it.

Home Evaluation Process Video Library Training Modules Document Library Professional Development Online Certification TAP1

1-1b Full and Half Day School Based Training_Elementary Video.mp4 close X

TRAI

based on middle school and post

1:00:03

00:15:51:16

Tennessee Evaluation Full-Day Trainers Manual

TN Evaluation Site-Based Training

Tennessee Evaluation Full-Day Training Manual

Training goals:

- ✓ Participants will be able to move towards a conceptual knowledge and understanding of the Instructional Rubric standards, including:
- ✓ Planning Rubric
- ✓ Environment Rubric

Trainer's Notes for TN Evaluation Site-Based Training

Slide 1:

Slide 2:

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