

New Models of Teacher Assessment

Drew Gitomer – Educational Testing Service



Teaching Effectiveness



Teaching Effectiveness

Constructs

Teacher
Knowledge

Teacher
Practices

Teacher
Beliefs

Student
Achievement

Student
Practices

Student
Beliefs



Teaching Effectiveness

Constructs



Contextual Factors

Policy Curriculum School Leadership
Resources Students Colleagues Community



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Content Knowledge for Teaching

Knowledge of Teaching

Belief Instruments

Value-Added

Other Measures

Belief Instruments

Artifacts

Observations

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Artifacts

Measures



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Operating Principle: Measures Matter

- Every measurement tool embodies an underlying theory of what matters
- Measurement tools vary in their psychometric properties

The tools we use affect the stories we tell



Understanding Teaching Quality – A Program of Research

Multi-year efforts to refine, apply and understand a broad range of teaching measures

1. Understanding Teaching Quality
 - Middle school ELA and mathematics
 - ETS, Institute for Social Research, RAND
2. Understanding Teaching Quality –in Algebra
 - 8th and 9th grade algebra
 - ETS, U of Virginia, RAND
3. Measuring Effective Teaching
 - 4th-9th grade mathematics and ELA
 - Consortium of research teams



Basic Research Design

- Observe and video-record teacher multiple times in a classroom(s) during a school year
- Code the classroom interactions using study protocols
- Collect evidence of student assignments
- Assess teacher knowledge and beliefs through tests/surveys
- Estimate VAM scores for teachers
- Examine relationships within and across all measures



Some Big Questions

- How do different measures, examined separately and together, help us understand the strengths and weaknesses of teachers, their practice, and impact on their students?
- What is the relationship between measures designed to apply to all content areas and those designed for specific subjects?

