

6/1/16

The Danielson Artifact Process

How can we use the Danielson Evaluation system to improve teaching?

Problem: The artifact portion of the Danielson Evaluation system has become increasingly time consuming.

What is a “good” personal policy for evaluations?

"A comprehensive personnel policy must not only ensure good teaching on the part of every teacher, it must also ensure opportunities for ongoing professional learning by all teachers."

-Charlotte Danielson

When asked in a survey, “What concerns do you have about the Danielson Evaluation?” these were some of the responses:

It takes 10's of unpaid hours to complete the artifacts and write about them! That is ridiculous.

This process is very cumbersome. There is a lot to collect, and write about. It takes a lot of time, and deadlines sneak up on you.

I do not feel that this has helped me grow as a teacher, but it has caused much stress over trying to figure out if what I am doing is OK or if what I am submitting as an artifact is enough. Of course the additional time to submit and write up descriptions for all 12 areas was done during my spring break.

Example:

Artifact and Associated
Indicators

Created
When/By

Latest Comment

**4f Showing
professionalism.**

**1a: Demonstrating
Knowledge of Content and
Pedagogy** ****NEW****

**1b: Demonstrating
Knowledge of Students**
****NEW****

**1c: Setting Instructional
Outcomes** ****NEW****

**1d: Demonstrating
Knowledge of Resources**
****NEW****

**1e: Designing Coherent
Instruction** ****NEW****

**1f: Designing Student
Assessments**

**4a: Reflecting on
Teaching** ****NEW****

4b: Maintaining Accurate

What is the solution?

To help ensure opportunities for ongoing professional learning, I suggest the following ideas other districts are using:

1. Limit the number of required artifacts. Student growth and parent communication should always be documented. Other artifacts can be marked off by the administration if both parties agree.
2. Have two scheduled observations and many “drop in observations” for the other artifacts. The debrief of these will allow more opportunities for learning for both the admin and teacher because there will be more intellectual engagement.
3. Experienced teachers in good standing should be eligible to apply for teacher-leadership positions, such as a mentor to support novice teachers with the Danielson process. These positions may carry enhanced compensation or have released time.

Questions?