

Validate Your Teacher Effectiveness Program

Empirical Education Inc. offers state and local education agencies its Validation Service—a set of analytical procedures for improving teacher evaluation models. Empirical Education builds on its experience in R&D funded by the Bill and Melinda Gates Foundation through the Measures of Effective Teaching (MET) project.

Our Validation Service will help administrators, teachers, and other stakeholders understand what is being measured when teachers are evaluated. The results will help make the observation process more efficient and the overall evaluation system more reliable.

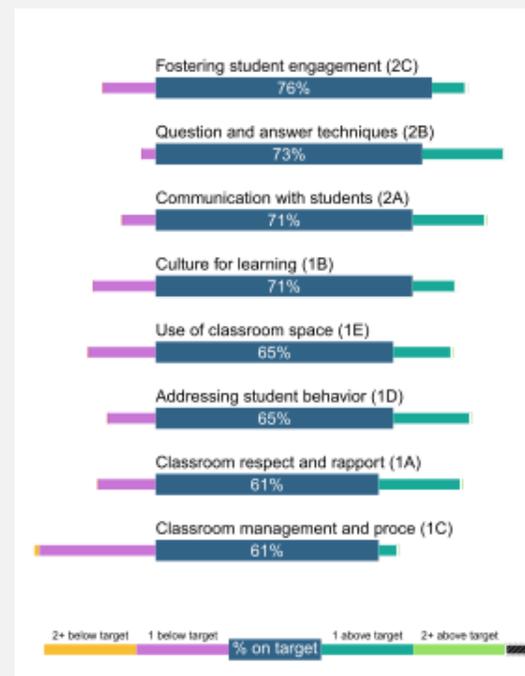
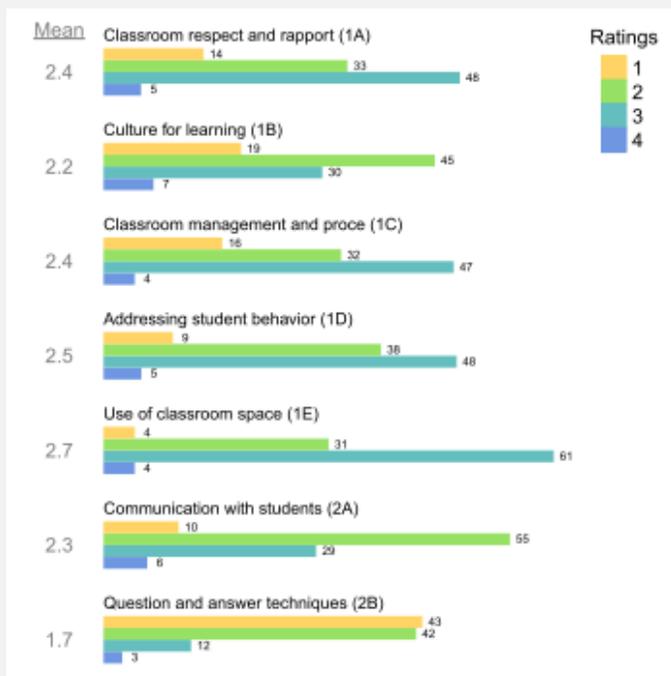
School systems can choose to provide their own existing data from live observations and other sources such as student surveys or test scores. Alternatively, school systems can make use of our Validation Engine, an online tool that allows raters to score classroom videos with their specific observation rubric and analyzes results using data from the MET Library of Practice.

Specifically, the service answers the following questions:

Which indicators do observers score most consistently?

Differences in inter-rater reliability show which indicators are easier or harder for observers to apply and score consistently. These two graphics illustrate the type of information that the validation report provides.

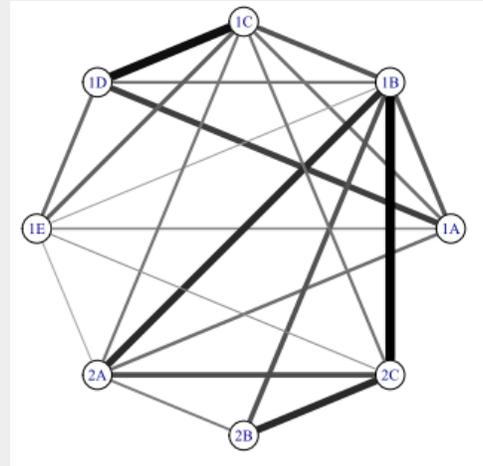
Observer training can be improved with a focus on indicators that cause most disagreement or confusion.



Can the observational components of the teacher evaluation system be simplified and made more reliable?

Data from observers' ratings of classroom lessons can be used to find correlations between protocol indicators. The graphic to the right is a sample visual illustration of the correlations among indicators.

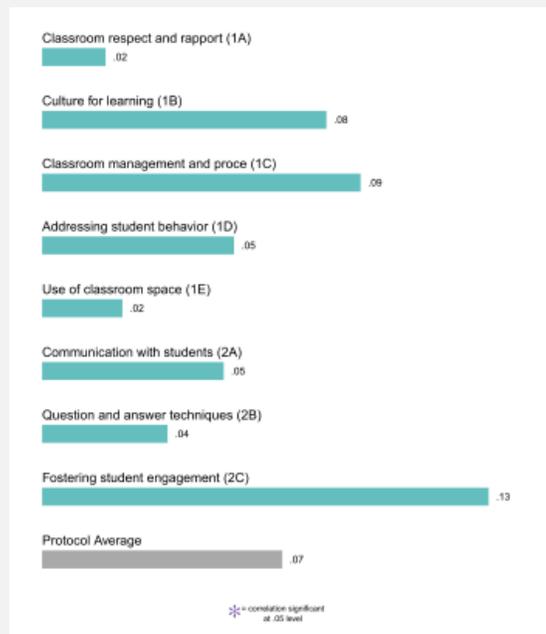
These analyses can convey unique information about teaching practice, and uncover potential redundancy among indicators.



How are observation scores related to student performance and other metrics?

Correlations between individual indicator scores and benchmarks such as teacher value-added scores indicate which elements of teaching practice are most closely aligned with student achievement. These bar graphs provide visual representations of the strength of such correlations.

Correlations with other metrics such as student surveys also help to validate the observational model. Understanding these correlations is essential for constructing an overall rating of classroom practice from the individual indicator scores.



A Validation Service study results in a report that includes visual displays of statistical analyses as illustrated above, along with interpretation and practical recommendations for improvements of your teacher evaluation model.

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