

## 1. Value-Added Model

In basic terms, the Value-Added Model (VAM) measures how a certain teacher contributes to the progress of their students. How does it work? Basically, like this:

- VAM takes the test scores of students from the end of the school year, as well as information about their background, and predicts what their test scores will be in the following year.
- Data are then collected on whether students exceeded those expectations or not.
- The teacher's value-added estimate is calculated by finding the average of differences between the actual and predicted scores of the students.
- Alternatively, there might be a series of ongoing assessments that include equivalent pre-tests and post-tests. The Hake gain score is determined for each assessment and the assessments averaged. The teacher's evaluation is based on average gain scores.

Advantages:

Disadvantages:

## 2. Teacher Observations

Watching teachers in the classroom is the traditional way for school administrators to see how effectual the teachers are. Seeing what kind of lesson (e.g., didactic, inquiry-oriented) a teacher presents, types of intellectual skills addressed, examining student engagement, observing how a teacher handles the classroom, what kind of atmosphere they bring to the group, the content they have prepared for their class, and how they handle to their responsibilities. A multi-dimensional scoring sheet is often used.

Advantages:

Disadvantages:

## 3. The Framework Model

Developed in 1996 by Charlotte Danielson, the *Framework for Teaching* was originally meant to be the definition of good teaching. This *Framework* is based on four different domains covering the four essential responsibilities of teachers:

- Planning and Preparation
- Classroom Environment
- Instruction
- Professional Responsibilities

Advantages:

Disadvantages:

#### **4. The Marzano Focused Teacher Evaluation Model**

Developed by Dr. Robert Marzano and Dr. Beverly Carbaugh, this research-based teacher evaluation model narrows down the art of teaching to 23 essential competencies. These competencies are focused into four different categories:

- Standards-Based Planning
- Standards-Based Instruction
- Conditions for Learning
- Professional Responsibilities

In a similar approach to the Framework model, the Marzano Model focuses not only on the actual instruction given by teachers, but also the atmosphere of the classroom and the behind-the-scenes work involved in teaching.

Advantages:

Disadvantages: