

## Venn Diagram Analysis of Teacher/Principal Evaluation System Protocol

**Purpose:** to work as a District team to broaden understanding of Teacher/Principal Criteria through the use of Multiple Measures

**Intra-District groups:** Use cards to select facilitator, timekeeper, recorder, norm monitor, and presenter.

### *Protocol*

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| 1 minute   | Choose group responsibility roles using cards. Using the poster given to your group (Culture, Data, Content, Instruction or Community) have the Recorder draw two circles in Venn diagram form on the poster. Label one circle "T" for teacher and one "P" for principal. Leave room around the circle edges for noting evidence. |
| 3 minutes  | Individually on scrap paper write all of the responsibilities that pertain to your titled poster (ie. Culture, data, content, instruction or community) for only teachers and another list for only principals. Circle those that are shared by both teacher and principal.   |
| 10 minutes | Facilitator ask each group member to share from each of the three categories (teacher, principal, shared responsibility). Recorder post responses on Venn diagram poster.   |
| 3 minutes  | Individually write on scrap paper what evidence could be collected to establish effectiveness. Examples: lesson plans, agendas, collaboration minutes, student work, open house posters, etc.   |
| 10 minutes | Facilitator ask each group member to share an artifact, collect until all ideas have been posted. Recorder write the collected items outside of the Venn circles in the blank areas. Hang poster on wall.   |

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### **Inter-District Gallery Walk**

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| 10 minutes                             | In pairs, walk around the room and review each poster. Using ink in a different color from the original group responses, write comments, add artifacts and/or questions to provide feedback to the original group. Return to your District table. |
| 20 minutes<br>(4 minutes<br>per group) | Presenter summarizes the responsibilities for the teacher and principal in each area while noting shared ideas. Presenter also reports several of the Multiple Measures collected for demonstration of proficiency in the area.                   |
| 5 minutes                              | Debrief the protocol at your table. Could this protocol be used in your District or building?   |