

Assessment of Instructor

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Abstract:

The objectives & key results (okr's) approach is key to ensuring break-free alignment across all members of the organization. The okra process enables setting goals at organizational, sub/department, team & individual levels with clear mapping/ cascading that is visible in real time through the progress it goes through. this approach helps in keeping okra's at the top of each employees' mind and our ai driven insights ensure more accurate measures are taken at the right times and using the relevant organizational resources. the okr process also plays a pivotal role in improving collaboration. The increased visibility and alignment between one's own goals and the team's collective goals drive team members to work together without external stimulus to achieve collective objectives. Research suggests that less than 5% of employees can name their company's top 3 priorities with reasonable accuracy instant check-ins – now, you no longer need to scout through email threads, long spread sheets and files of paper documents. instant check-ins are a simple way to track progress, potential & pulse in real time, thereby having the leverage to take necessary actions before target timelines expire.

it is a known fact that often the identified paths to success need to be altered in accordance with dependent factors. Check-ins thus become a great communication tool that ensures there is regular review, assessment and progress without delay in deliverables. just think of how much that could translate into in monetary benefits?360 degree feedback - traditional feedback systems have relied on unit-dimensional or at best bi-dimensional perspective. This clearly leaves a lot of uncovered grey area those results in inaccurate performance assessments. With possible works 360 degree feedback solution, real-time feedback can be obtained from all relevant stakeholders, covering every degree in a 360-degree span. managers, peers, vendors, customers can all be triggered a structured set of targeted questions from our pool of competency-based questionnaire at a custom defined period, at random times with an admin defined frequency or at the beginning or end of pre-defined milestones or events.

Key Words: Management Software, Effective Performance, Appraisal Process, Practicing Teacher Criteria, Organizational Concepts and . Pay Progression.

INTRODUCTION

The perceptions of others within our circle of influence, whether those perceptions are accurate or inaccurate, often impact our level of success. This is where 360 feedbacks come in Custom Playbooks - A leading indicator is a predictive measurement, for example; the percentage of people wearing hard hats on a building site is a leading safety indicator. Lead indicators play a critical role in ensuring the accuracy of desired outcomes and in investing the right resources based on early signals that these indicators could reveal. Imagine, if this could be embedded into your performance management system to guide all employees to stay on course or if required correct the course, all at the right time and well before a negative verdict on the outcome can be written? With Possible Works' Performance Review Software, lead indicators can be created for every goal. And it doesn't stop there. With Possible Works, Custom Playbooks can be created and assigned to different goals. These playbooks can serve as ideal paths/ critical paths as defined by past experiences for a similar set of goals. Employees can then track in real time, how closely they are functioning to the playbook and predict if that might alter any cascaded goals.

Interactions – Possible Works' Employee Performance Management Software lets you digitally simulate 1-on-1 interactions. And that too at a goal level. Each goal has an inbuilt chat functionality that allows focused conversations for every goal covering progress status, suggestions on approach and tactical changes between the reviewers and the goal owners. Exchange of files and tagging colleagues who might hold an expertise related to specific goals provides the ideal platform for a higher success rate. The ability to have regular 1-on-1 interactions ensures you are driving 'Continuous Performance Management' 'Individual Development Plans - Effective performance management should lead to the identification of development plans that are targeted, relevant and based on individual experience while delivering specific goals. These developmental plans should then translate into future goals and get embedded into a structured learning plan for each employee. This enables continuous learning and results in sustained improvement in the individual employees' performance

Embedded Rewards & Recognition – Rewards and Recognition programs highlight key round the year information about employee contributions both to and above set KRA's. Traditionally, these programs ran independently and did not influence the overall performance profile of individuals and teams. With the Possible Works platform, recognition badges are aligned to each employee's performance and can be viewed in real time along with their progress on KRA's. Manager's thus have visibility of an employee's all round contribution which in turn helps them in leveraging an employees' unknown skills and knowledge in future performance goals. Performance Dashboards – With so much information flowing around how an employee is approaching and working on goals that impact organization success, it is imperative to translate all that information into meaningful insights that can influence management decisions. Possible Works uses the power of AI to create real time performance profiles of individuals and teams that reveal crisp yet critical insights about how the workforce is contributing to the organizations' progress.

Our dashboards contain standard metrics as well as the potential to embed company specific metrics that are relevant to the leadership priorities within a given time period. Our Performance Dashboards thus empower CEO's to directly drive Continuous Performance Management and derive real time insights on how their workforce is contributing to the overall company vision. According to PWC's 17th Annual Global CEO survey, chief executive officers are well aware of the extraordinary challenges in talent management, performance and engagement but are uncertain about how to tackle them. 93% say that they recognize the need to make a change, or are already changing, but there's still an enormous gulf between intention and action; a staggering 61% of CEOs haven't yet taken the first step

High quality teaching is essential to improving student outcomes and reducing gaps in student achievement. The Teacher Performance Appraisal System provides teachers with meaningful appraisals that encourage professional learning and growth. The process is designed to foster teacher development and identify opportunities for additional support where required. By helping teachers achieve their full potential, the performance appraisal process represents one element of Ontario's vision of achieving high levels of student performance. ERO are auditing 10% of the practicing teacher certificates that are renewed each year. Schools are understandably trying to ensure that their systems meet requirements. This 'compliance mind-set' can mean lost opportunities – it takes the focus away from appraisal as an invaluable process for improving teaching and learning.

Our team at Evaluation Associates has been working with the Education Council for the last few years in the area of appraisal. We've talked to hundreds of school leaders on the subject, and are confident we've got a very good idea about what works, and some of the traps to avoid.

Here Are Our Top Six Tips For A Great School-Wide Appraisal System.

1. Focus First On Student Learning

Our job as educators is to make a difference to student learning. Everyone in the school – teachers and the leadership team – should be gathering and reflecting on evidence which allows them to answer the question: "What difference have I made to my learners, or this year?" This question might be framed within an inquiry or it might stand by itself. At the end of an appraisal year you want to be absolutely clear as to what difference you have Made To Learning – In Comparison With What Difference You Had Wanted To Make.

2. Focus Next On Teaching and Leading As Inquiry

Carry out robust inquiry into your practice, and you will be a long way towards providing robust evidence of the Practicing Teacher Criteria. The same is true for leaders who inquire into their leadership practices and the impact these have on others' learning.

A great appraisal process should have inquiry right at the heart of it, and be the major emphasis throughout the year. Time can be given in staff and team meetings for teachers to work collaboratively on these, using external expertise as necessary.

3. Avoid Mountains of Evidence

A quality appraisal system does not result in mountains of evidence that no-one will ever read. Quality appraisal is not about hunting out ‘proof’ of each criterion, one by one. Quality appraisal is about ongoing reflection, evaluation and inquiry. The result – as far as evidence goes – is a select set of curreted evidence which supports the teacher’s reflection process. We’ve seen ‘evidence folders’ full of unit and lesson plans and an array of other evidence, all beautifully tabbed, but generally completely unnecessary for appraisal purposes. Evidence that clearly shows what has happened to learning over the course of the inquiry, is the basis for what is required. This is evidence that you will want for yourself. Gather the evidence that is necessary for you to really evaluate the impact of your changed teaching or leading – no more, no less. Map this evidence to the PTCs and you will generally find that this will also provide ample evidence against many of the PTCs for you to evaluate the extent to which you have met them. Now you can determine if there is other evidence you might need in order to complete your evaluation against all of the PTCs.

4. Focus on Quality Conversations

The appraisal process is the structure that you use to inquire into your practice. It is about your learning and the evaluation of your learning. Evidence to help reflections is important, but it’s not the search for ‘evidence’ that’s important in an appraisal process. Much of your learning will come from the time spent in deep conversation with colleagues and appraisers, and opportunities to observe each other and evaluate what you saw. A sound appraisal process ensures that there is time set aside for peer conversations about their inquiry, and organizing the timetable to allow for regular observation and feedback loops between colleagues.

5. Led By the Person Being Appraised

Appraisal shouldn’t be something that’s ‘done-to’ a teacher. It should be a process of ongoing reflection and evaluation that each teacher leads them. They shouldn’t be waiting for someone to assess how good they are, but rather they should be constantly reflecting, inquiring and improving their practice.

6. Ensure Your Documentation Endures Over Time

It is important that you have data systems which keep key documentation in a safe place and can be accessed over time, even if the teacher has left the school. Teachers change schools, have children, move away from the

teaching profession for a time and then return. Up to five years after a teacher has been at your school they may ask for documentation which shows that they were appraised against the Practicing Teacher Criteria and assessed as having meet the criteria. Online systems can be great, but make sure the system you're using works if a teacher leaves and their log-in to school accounts are deleted. At Evaluation Associates, we are absolutely convinced that the learner should be at the centre of any good appraisal process. Performance Management is one of the oldest organizational concepts that is amongst the most relevant even today. Having already seen plenty of overhauls to the approach, strategy and governance of Performance Management frameworks over the last 3 decades, it is once again at the cusp of a major transformation.

Teacher Appraisals

Appraisal is a thorough yet supportive and developmental process designed to ensure that all teachers have the skills and support they need to carry out their role effectively. It helps to ensure that teachers are able to continue to improve their professional practice and to develop as teachers. From 1 September 2012 regulations came into effect with regard to teacher standards, teacher appraisal and teacher capability. From 1 September 2013 new arrangements come into effect with regard to teachers pay i.e. pay progression linked to performance for all teacher pay progression (excluding leadership). All schools should review their current arrangements annually and make any necessary changes to ensure they meet the regulations. Please note appraisal applies to all teachers (where they are employed for one term or more) unless they are undergoing induction or the subject of capability procedures. Appraisal should not be confused with capability. Capability only applies to teachers about whose performance there are serious concerns that the appraisal process has been unable to address.

Conclusion



The way that most current teacher compensation systems are set up is to reward teachers with salary increases for every year of additional experience they gain. The research literature on the predictive power of teacher experience for student achievement gains, however, reveals modest effects of experience limited to the first few years of a teacher's career.

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