

EPISODE 294

80/20 Pareto Optimization for High-Risk Evaluations



INSTRUCTIONAL
LEADERSHIP SHOW



Essential Question



How can I manage the risk and uncertainty in teacher evaluations with the 80/20 rule?

Risks in Teacher Evaluation

- Unsatisfactory performance
- Inadequate evidence
- Turnover
- Mutiny
- Getting fired yourself



How To Minimize Risk



Reduce uncertainty

How Much Do I Know?



- 25 teachers
 - 5 classes/subjects each
 - 180 lessons/year
- Total: 22,500 lessons/year

Average: <1 observation per teacher per year

Good Numbers

- 25 teachers
- 500 visits per year
- 20 per teacher
- Still only 2% of lessons



The Pareto Principle



80/20

The Pareto Principle



- 80% of our efforts yield 20% of our results
- 20% of our efforts yield 80% of our results

How can we optimize?

80% of Teachers: One & Done



- One formal observation with documentation
- One pre/post conference
- One report/writeup
- Regular walkthroughs

80% of 25 teachers = 20 teachers

20% of Teachers: High Risk

- More careful preparation
- More thorough documentation
- More careful reports/writeups
- Additional observations
- Regular walkthroughs

20% of 25 teachers = 5 teachers



20% of the 20%



20% of 5 teachers = 1 teacher

But which teacher?

Backing Down & Refocusing



- The teacher you identify as your top risk may change
- As you gain more information, you can re-prioritize
- Postpone adverse action

Don't Forget About The 80%



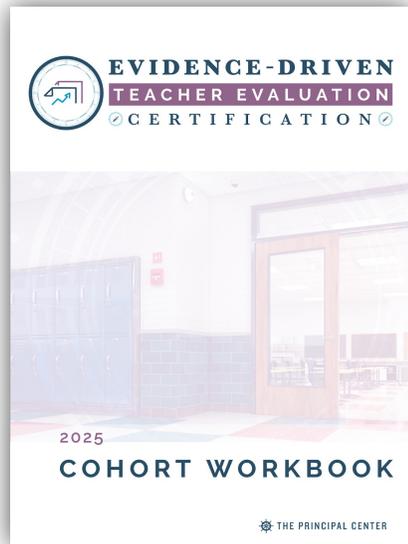
- Teachers you don't initially identify as high-risk may start to show warning signs
- The evaluation process may help you identify issues
- Reclassify anyone any time—just for you

What Do I Spend My Time On?

- More detailed documentation
- Careful writing
- Consulting with your supervisor/HR
- Developing support plans



2025 Cohort Schedule



- Monday, March 17 @ 4pm CDT
- Monday, March 31 @ 4pm CDT
- Monday, April 14 @ 4pm CDT
- Monday, April 28 @ 4pm CDT

<https://us02web.zoom.us/j/81052884592>

Zoom Meeting ID: 810 5288 4592



Where To Find Recordings



dashboard.PrincipalCenter.com/instructional-leadership-show

dashboard.PrincipalCenter.com/evaluation

