

EPISODE 296

Dealing With Prototype Bias In Your Teacher Evaluations



INSTRUCTIONAL
LEADERSHIP SHOW



Essential Question



How can understanding prototype bias help us avoid missteps in the teacher evaluation process?

The Information Problem



- Too many people to evaluate
- Too many evaluation criteria
- Too many details to keep straight
- Not enough detailed information



Heuristics—Mental Shortcuts



When we have an overwhelming amount of information, we rely on heuristics to *simplify* our understanding so we can make decisions.

When we have inadequate information, we rely on heuristics to *fill in the gaps* so we can make decisions despite our uncertainty.

Halo & Horn Effects



Related Biases: Halo & Horn Effect



Generalizations from a positive or negative trait in one area to other areas without evidence



TAKE ME HOME

CRY

LIFE
WILL RISE

Halo & Horn Effect Examples



- Attractive → Trustworthy
- Organized → Skilled
- Cluttered Classroom → Chaotic Lessons
- Tired → Uncaring

Prototype Bias



Overlooking unique features of individuals when they differ from a prototype, such as a stereotype or peer.

Stereotypes



- Male Teacher → Good with Disengaged Male Students
- Young Teacher → Good with Technology
- Older Teacher → Wise & Effective Mentor
- Stylish → Good Rapport with Students
- Good with Spreadsheets → Uses Data in Teaching

Prototype Bias & Teams



- Similar-seeming team members lumped together
- Strengths of the team imputed to individuals
- Impossible to disentangle team contributions
- Different approaches can yield similar outcomes

Useful But Unreliable



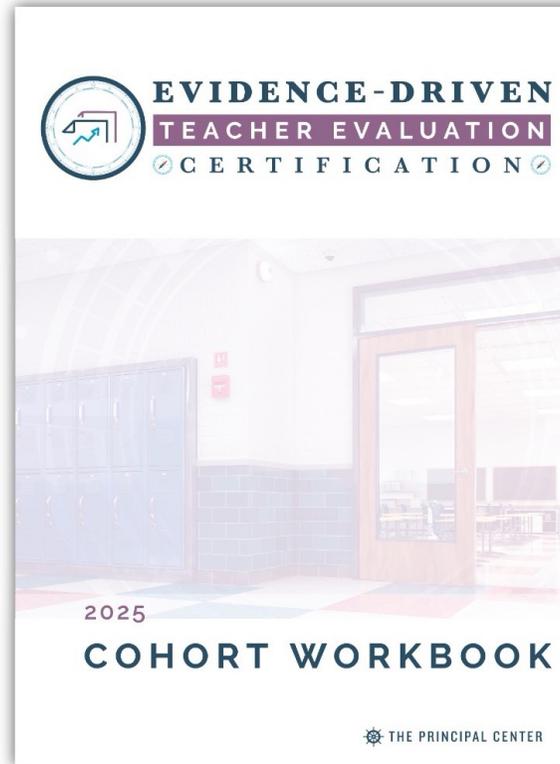
- Heuristics are useful, but often wrong
- We need evidence for every individual
- Awareness of specific cognitive biases can help
- Splitting Practice Profiles can help

Practice Profiles



Classroom Management <ul style="list-style-type: none">● Warm Demander● Strict & Specific● Flexible & Friendly● Subtle & Preventive	Planning & Preparation <ul style="list-style-type: none">● Organized & Thorough● Flexible & Responsive● Collaborative & Resourceful● Student-Centered Planning	Intellectual Engagement <ul style="list-style-type: none">● Effective Monitoring● Creative & Engaging● Data-Driven● Questioning & Intellectual
Successful Learning <ul style="list-style-type: none">● Standards-Driven● Student-Centered● Maximizes Growth● Mastery Focus	Learning Environment <ul style="list-style-type: none">● Student-Led Routines● Chill & Focused● Fast-Paced & Energetic● Relationships First	Professionalism <ul style="list-style-type: none">● Team Leader● Team Player● Cross-Collaborator● Individual Excellence

Copy the Workbook



PrincipalCenter.com/edte-2025-workbook



Splitting Practice Profiles



- Start with one Profile
- Test the claim that it applies to someone else
- Create another option if not





EVIDENCE-DRIVEN

TEACHER EVALUATION

CERTIFICATION



2025 COHORT, SESSION 2—MARCH 31, 2025

DEVELOPING TEACHER PRACTICE PROFILES