



EVIDENCE-DRIVEN
TEACHER EVALUATION
CERTIFICATION

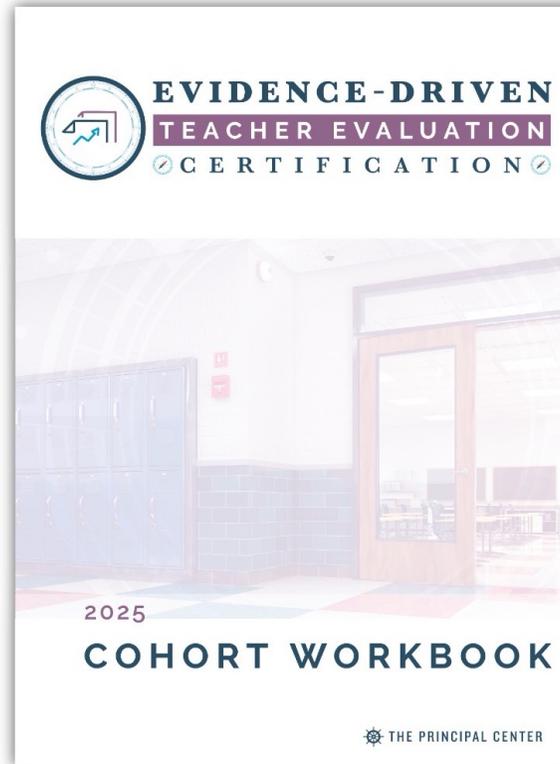
2025 COHORT, SESSION 2—MARCH 31, 2025
DEVELOPING TEACHER PRACTICE PROFILES

Agenda



- Your cohort workbook
- Areas of Practice you'll write about
- Practice Profiles
- Prototype Bias
- The *Anna Karenina* Principle & below-expectations teachers

Copy the Workbook



PrincipalCenter.com/edte-2025-workbook



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.

Prototype Bias



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

Prototypes



- Don't overlook individual distinctions between people
- It's still helpful to start with a prototype, and follow the evidence to meaningful distinctions
- Test your profiles by writing GSIR claims

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

Similarities Within Areas



- No two people are exactly alike
- Focus on commonalities within a single area of practice
- Be attuned to differences between people who seem similar



Areas of Practice



- How many do I need to write about?
- How much detail for each area?
- Default: one argument per domain—4 for Danielson

Write About Real People



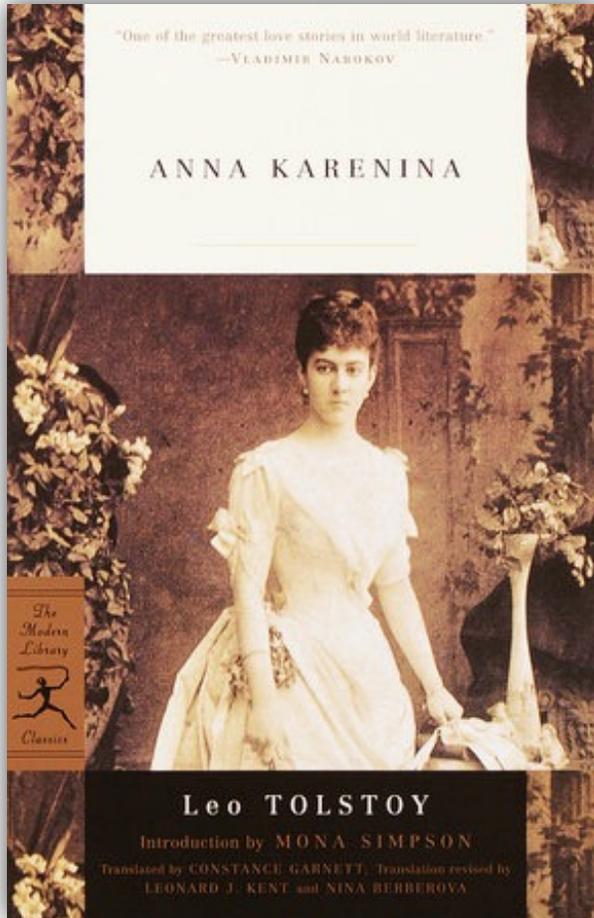
- Always write about a specific person
- Focus on a specific area of practice
- Don't try to write in the abstract
- Distinguish between people
- Don't aim for generalization

Think By Team or Department

- 3rd grade team
- Math department
- SPED department



The *Anna Karenina* Principle



“Happy families are all alike; every unhappy family is unhappy in its own way.”





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2025 COHORT, SESSION 3—APRIL 14, 2025
WRITING GSIR ARGUMENTS