

*Ribas Associates and Publications, Inc. Presents:*

## Teacher and School Clinical Staff Observation (short and long), Multiple Data Sources Analysis, Teacher Interviews/Conferences, Rating and Documenting Performance

(Graduate course or PDPs provided; Offered in online or hybrid formats.)

Available as a workshop series (live, hybrid, or online) **in an abbreviated 4-Day live or hybrid workshop series** held in your district, that integrates all of the state required and recommended training of administrators needed for effectively implementing the educator evaluation model including observation (short and long), multiple data sources analysis, teacher interviews, rating and documenting performance. **CALL FOR PRICES.**

### **RIBAS ASSOCIATES IS AN APPROVED PROVIDER OF EDUCATION EVALUATION TRAINING AND COACHING.**

In the last sixteen years Ribas Associates has trained thousands of administrators from **over 100 Massachusetts, New Hampshire, and Rhode Island school districts.**

#### **Program Description:**

This program was developed to include all the components of evaluator training recommended by the MA Department of Elementary and Secondary Education and the RI and NH Departments of Education.

These skills are taught for evaluating both **teachers and school clinical staff** such as guidance counselors, psychologists, nurses, O.T.s, and P.T.s. Discussions, in-class exercises including role-play in supervisory situations, case studies and practical experience through critiquing actual videotaped classroom lessons and teacher interview will be an integral part of this course. **Evaluators will apply what is learned with the educators they observe and receive real time coaching.** The materials used in this course are the most current on the market.

**Includes a free subscription to the Ribas Associates paragraph bank for the  
school year - a \$100 per administrator value**

#### **Ribas Associates and Publications, Inc.**

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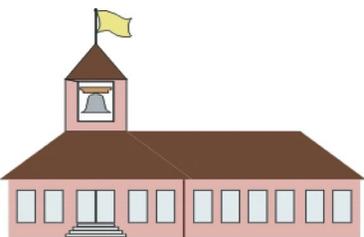
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Ribas Associates and Publications, Inc.

**By the conclusion of the program the supervisor/evaluator will be able to:**

1. Explain why educator evaluation is an essential component of educator professional development designed to improve student achievement.
2. Use common evaluator terminology across the district for communicating with teachers, school clinical staff, and other evaluators.
3. Gather the data needed to make objective and consistent (inter-rater reliability) judgments about a teacher's performance during short and long observations.
4. Gather multiple sources of data (including student assessment data) other than classroom and clinical setting observation to assess teacher and school clinical staff's performance.
5. Make objective and calibrated (with inter-rater reliability within and across schools) judgments supported by evidence.
6. Convert that data into standard, judgment, evidence, impact statement, and recommendation (S.J.E.I.R.) observation write-ups.
7. Document and communicate with educators judgments about their performance using the district's contracted evaluation forms.
8. Use the online paragraph bank to increase inter-rater reliability and save time when documenting educator performance.
9. Use the connection document of observable behaviors and educator performance rubrics to identify the specific observable behaviors related to all four standards.
10. Describe the competencies a teacher needs for the effective implementation of the district educator evaluation system.
11. Plan and execute effective evaluation conferences/interviews that both gather evidence and provide clear and succinct performance feedback.
12. Save evaluators time by using the Ribas Associates online resources that include paragraphs banks, SMART Goals, and sample teacher plans.

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***“This was the most practical professional development I have taken. It has significantly increased my ability to improve the quality of teaching in my building.”***

**- Principal**

***“I have learned so much. It makes me a lot more comfortable when doing evaluations on teachers. I love that I have references.”***

**- Vice Principal**

***“This was the best professional development I've been to in almost 30 years!”***

**- Vice Principal**

***“I know this has helped me learn how to give teachers feedback to help them become better teachers.”***

**- Department Coordinator**

***The program modeled excellent teaching strategies such as, D.I., lesson activators/summarizer and S.M.A.R.T. goals and other components of the new educator evaluation system. As result, I feel more, much more, able to effectively evaluate and provide meaningful feedback to my staff.***

**- Principal**

In their book, *Teacher Evaluation That Makes a Difference*, Robert Marzano and Michael Toth (2013, pp. 8–9) cite numerous research studies on the impact of teaching on student performance. This caused them to conclude that, “Replacing the bottom-performing 5 percent to 8 percent of teachers with average effectiveness could move the United States near the top of the international math and science rankings.”

## MATERIALS USED IN THIS COURSE:

1. Ribas, W. and Gregory, C., *Supervision and Evaluation of Teachers, School Clinicians, and Administrators: Educational, Social, Emotional, and Procedural Components* (2019).
2. Ribas, W., Brady, D., Tamerat, J., Deane, J., Billings, C. and Greer, V., *Instructional Practices That Maximize Student Achievement: For Teachers by Teachers*, (2017).
3. Ribas, W., Handout packet for *Educator Supervision and Evaluation: The Educational, Social, Emotional, and Procedural Standards and Processes*, (2019) with 220 pages of supporting materials
4. Free: Ribas Associates observable behavior connection document. This document aligns the teacher performance rubric elements with the observable behaviors that represent those elements.
5. Free: Ribas Associates paragraph banks. This resource includes over 300 pre-written paragraphs addressing the most common teacher and school clinical staff behaviors found in the performance rubrics. This easy to use online resource saves evaluators hundreds of hours each year. It is designed be easily adapted to each districts evaluation system and for use with iPads and other tablet hardware and software.

