"[Research shows] eight attributes [that] can serve as a convenient framework for evaluating growth and improvement as well as accountability and personnel decisions."

The Training and Certifying of Teacher Appraisers
Ronald G. McIntire, Larry W. Hughes, and Judith A. Burry

The Arizona School Administrators Association and Wichita State University College of Education recently have established Centers for Appraiser Training and Certification. The mission of these centers is to provide uniform training programs and certification standards for teacher appraisers. The centers serve four purposes: (1) They assist administrators in gaining the skills to assess and assist classroom teachers. (2) They determine the degree to which each administrator possesses these skills. (3) They certify persons who meet the Centers’ stringent requirements. (4) They provide postcertification workshops for educators, so they can maintain, enhance, and increase their skills.

Both centers have developed time-efficient and effective training programs. The teacher-appraiser workshops required for certification are based on competencies that have been verified as essential for conducting successful classroom observation and teacher conferences. Each training program module is based on specific competencies. The teacher-directed instruction is supplemented by a video-based training program, which illustrates teachers using effective teaching techniques and teacher-coaches conducting effective conferences (McIntire 1986). As participants view videotape segments of classroom lessons, they practice obtaining a written record of classroom instruction and analyze cause-effect relationships in teaching and learning. Later, they watch teacher-coach videotapes to study other appraisers using effective conference skills.

When participants have completed the training workshops, they take a certification examination. The Wichita State Center examination consists of viewing a videotape of a teacher conducting instruction, taking extensive notes, and conducting a conference with the teacher. The conference is videotaped so that a team of three trained assessors can rate the participant’s performance and appraise strengths and needs. The Arizona School Administrators Association administers a written examination for certification.

Reference

—Ronald G. McIntire is Superintendent, Park City School District, P.O. Box 680310, Park City, UT 84068. Larry W. Hughes is a Professor of Educational Leadership, University of Houston, 4000 Calhoun Rd., Houston, TX 77004. Judith A. Burry is a Research Associate, Center of Educational Testing and Evaluation, 915 Pamela L., University of Kansas, Lawrence, KS 66044.