

## APPENDIX 2B

# Evaluation Tool Cost and Benefit Discussion Starter

Use the table below, reproduced from Chapter 2, to begin a discussion of the particular costs and benefits of the tools used in your school.

- Do some costs/benefits depend on the grade, subject, or other job assignment?
- Do some educators have differing opinions about the relative value of each component?
- Which benefits could be highlighted or maximized?
- Which costs could be addressed or minimized?

Component	Costs	Benefits
Rubrics	<ul style="list-style-type: none"><li>• Are one size fits all, so they are not differentiated to account for subject area or grade level?</li><li>• Provide time to learn the language/principles of the rubric</li></ul>	<ul style="list-style-type: none"><li>• Provide a consistent framework for observing instruction</li></ul>
Observation Debriefs	<ul style="list-style-type: none"><li>• Require coordination of time between administrator and teacher</li></ul>	<ul style="list-style-type: none"><li>• Enable administrators and teachers to discuss and reflect upon classroom practice</li></ul>
Goals and Student Learning Objectives	<ul style="list-style-type: none"><li>• Emphasize particular forms of assessment</li><li>• Narrow the focus of efforts in particular areas</li></ul>	<ul style="list-style-type: none"><li>• Permit teachers to set focal areas for improvement</li></ul>
Surveys and Whole-School Metrics	<ul style="list-style-type: none"><li>• Provide general, undifferentiated feedback</li></ul>	<ul style="list-style-type: none"><li>• Provide information on the school as a whole</li></ul>