

# Teacher Evaluation Feedback Survey Instrument

The purpose of this survey is to understand your thoughts on the usefulness and accuracy of your evaluation feedback. The survey is being conducted by REL Central, which is part of a network of ten Regional Education Laboratories (RELs) funded by the U. S. Department of Education's Institute of Education Sciences (IES). Each REL serves a designated region of the country and focuses on the national priority of helping states and districts use data and analysis to address relevant and timely education policy and practice issues with the goal of improving student outcomes.

You are one of a sample of teachers that was selected to represent not only you, but others in your role throughout the Central Region; thus, it is essential that we hear back from you. Your feedback is important to us, because it will help REL Central inform future teacher evaluation practices.

**PLEASE NOTE:** Your participation is voluntary, and you may skip any question or stop at any time. Per the policies and procedures required by the Education Sciences Reform Act of 2002, Title I, Part E, Section 183, responses to this data collection will be used only for statistical purposes. The reports prepared for this study will summarize findings across the sample and will not associate responses with a specific district or individual. Any willful disclosure of such information for nonstatistical purposes, except as required by law, is a class E felony.

According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. Public reporting burden for this survey is estimated to average 30 minutes per response including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Education, 400 Maryland Ave., SW, Washington, DC 20210-4537 or email [ICDocketMgr@ed.gov](mailto:ICDocketMgr@ed.gov) and reference the OMB Control Number XXXX-XXXX. Note: Please do not return the completed survey to this address.

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INTRODUCTION: The following survey asks questions about your experiences with feedback you received as part of your district's teacher evaluation system. As you answer the questions, please consider ALL feedback that you received from your designated evaluator in your district. This may include feedback related to observations of your teaching as well as any feedback related to other artifacts or sources of data that were considered as part of your evaluation. Your designated evaluator is the person who is responsible for providing your performance rating at the end of the school year.

**\*1. I have read and understand these instructions.**

Yes

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## 2. As part of the district's teacher evaluation system, who was your designated evaluator in the current school year? (Select only one)

- My principal
- My assistant principal
- A peer
- My department chair
- My coach

Other (please describe)

## 3. How often did you have a feedback conversation with your designated evaluator throughout the school year? Feedback conversations are defined as any conversation with your evaluator in which they provided feedback specific to observations or artifacts collected as part of your evaluation.

- Never
- Once
- Twice
- Three times
- Four times
- Five times
- More than five times

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**4. How often did you receive written feedback from your designated evaluator throughout the school year? Written feedback includes any feedback that your evaluator provided in writing in which they provided feedback specific to observations or artifacts collected as part of your evaluation.**

- Never
- Once
- Twice
- Three times
- Four times
- Five times
- More than five times

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**5. Indicate your level of agreement with each of the following statements about the usefulness of the feedback you received as part of the teacher evaluation system in your district. Please consider all of the feedback that you received throughout the current school year from your designated evaluator.**

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
My evaluator's feedback included specific improvement suggestions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My evaluator provided feedback within an appropriate timeframe.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My evaluator provided feedback as frequently as I needed it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My evaluator's feedback included specific suggestions to improve my content/subject knowledge.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My evaluator's feedback included specific instructional strategies that I could use to improve my teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My evaluator's feedback included specific classroom management strategies that I could use to improve my teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My evaluator recommended next steps for finding professional development to improve my teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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**6. Indicate your level of agreement with each of the following statements about the accuracy of the feedback you received as part of the teacher evaluation system in your district. Please consider all of the feedback that you received throughout the current school year from your designated evaluator.**

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
The feedback I received was an accurate portrayal of my teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The classroom observations that informed the feedback I received represented a typical day in my classroom.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The evaluation system is accurate enough that different evaluators reviewing the same data would likely give the same ratings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would receive the same feedback if my evaluator had examined different evidence (for example, if they observed a different lesson or reviewed additional evidence).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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**7. Indicate your level of agreement with each of the following statements about the credibility of the evaluator who provided you feedback as part of your evaluation. Please consider all of the feedback that you received throughout the current school year from your designated evaluator.**

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
In my opinion, my evaluator had sufficient knowledge of my subject/content.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my opinion, my evaluator had sufficient knowledge of how my students learn.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my opinion, my evaluator had a sufficient understanding of the curriculum being observed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my opinion, my evaluator had sufficient understanding of the established teacher evaluation criteria.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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**8. Indicate your level of agreement with each of the following statements about the opportunities you had for learning in relation to the feedback you received as part of the teacher evaluation system in your district. Please consider all of the feedback that you received throughout the current school year from your evaluator.**

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
I had access to the professional development that I needed in order to implement suggestions provided in my feedback.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had access to a coach/mentor who supported me in implementing suggestions provided in my feedback.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was able to observe expert teachers modeling skills that related to my feedback.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had time during the school day to plan for implementing new strategies based on my feedback.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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**9. Indicate your level of agreement with each of the following statements about the response you had to the feedback you received as part of the teacher evaluation system in your district. Please consider all of the feedback that you received throughout the current school year from your evaluator.**

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
Because of the feedback I received from my evaluator, I tried new instructional strategies in my classroom.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Because of the feedback I received from my evaluator, I tried new classroom management strategies in my classroom.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Because of the feedback I received from my evaluator, I sought professional development opportunities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Because of the feedback I received from my evaluator, I sought advice from a coach/mentor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

# Teacher Evaluation Feedback Survey Instrument

## Importance of Usefulness of Feedback

**10. How important was each of the following in determining your response to the feedback provided by your designated evaluator in your district?**

	Unimportant	Slightly Important	Important	Very Important	Critical
Receiving recommended next steps for finding professional development to improve your teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Receiving feedback within an appropriate timeframe.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Receiving feedback as frequently as you needed it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Receiving feedback with specific suggestions to improve your content/subject knowledge.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Receiving specific instructional strategies that you could use to improve your teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Receiving specific classroom management strategies that you could use to improve your teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Receiving specific improvement suggestions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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## Importance of Accuracy of Feedback

**11. How important was each of the following in determining your response to the feedback provided by your designated evaluator in your district?**

	Unimportant	Slightly Important	Important	Very Important	Critical
Receiving feedback that was an accurate portrayal of my teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Receiving feedback from classroom observations that represented a typical day in my classroom.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having confidence that I would receive the same feedback from a different evaluator.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having confidence that I would receive the same feedback if my evaluator had examined different evidence (for example, if they observed a different lesson or reviewed additional evidence).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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## Importance of Credibility of Evaluator

**12. How important was each of the following in determining your response to the feedback provided by your designated evaluator in your district?**

	Unimportant	Slightly Important	Important	Very Important	Critical
Having confidence that my evaluator had sufficient knowledge of my subject/content.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having confidence that my evaluator had sufficient knowledge of how my students learn.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having confidence that my evaluator had a sufficient understanding of the curriculum being observed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having confidence that my evaluator had a sufficient understanding of the established teacher evaluation criteria.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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## Importance of Access to Learning Opportunities

**13. How important was each of the following in determining your response to the feedback provided by your designated evaluator in your district?**

	Unimportant	Slightly Important	Important	Very Important	Critical
Having access to the professional development that I needed in order to implement suggestions provided in my feedback.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having access to a coach/mentor who supported me in implementing suggestions provided in my feedback.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being able to observe expert teachers modeling skills that related to my feedback.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having time during the school day to plan for implementing new strategies based on my feedback.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**14. To what extent did the feedback you received from your designated evaluator improve your instruction?**

- Not at all
- To some extent
- To a great extent

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**15. Including this year, please indicate how many years of teaching experience you have.**

**16. Please indicate the grade level that you teach currently (select one or more):**

- Early Childhood
- Kindergarten
- 1st grade
- 2nd grade
- 3rd grade
- 4th grade
- 5th grade
- 6th grade
- 7th grade
- 8th grade
- 9th grade
- 10th grade
- 11th grade
- 12th grade

**17. Please indicate the subject and/or students that you teach currently (select one or more):**

- Language Arts
- Math
- Science
- Social Studies
- Non-core subjects (i.e., physical education, art, technology)
- English Language Learners
- Special Education
- Intervention

Other (please describe)

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## YOUR SURVEY IS COMPLETE

Thank you for your participation. We greatly appreciate it!

**18. If you would like to receive a \$30 gift card for your participation, please provide information on where we should mail the gift card. If you would like to opt out of this incentive please check the box indicating that you are opting out.**

Name	<input type="text"/>
Street Address	<input type="text"/>
City	<input type="text"/>
State	<input type="text"/>
Zip	<input type="text"/>

### 19. Opt out

- I would like to opt out of receiving the \$30 incentive.