

With increasing frequency and force, student teaching programs are being encouraged to implement measurement techniques that capture data related to student teacher performance and progress. Because a large community of professionals typically plays a role in the development of a student teacher, the appraisal process can be quite complicated and tedious. Yet ultimately, such data can be useful in several ways:

- First, it provides the administration with consistent data regarding the progress of a student teacher at different stages. This data could potentially support an overall proficiency evaluation.
- Second, the experience can become a true developmental exercise for the student teacher (and possibly even his/her supervisors).

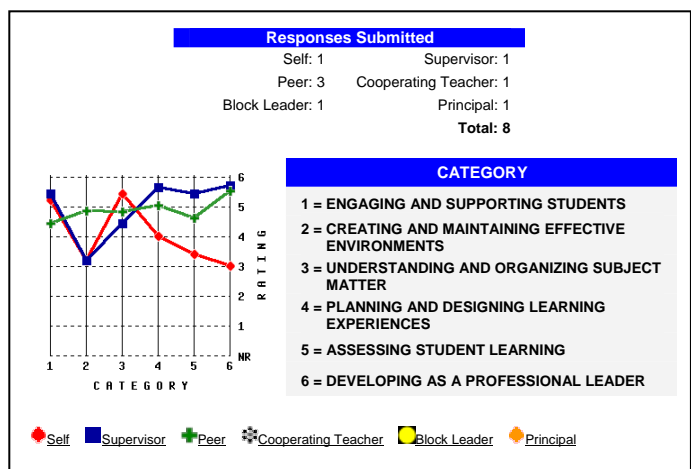
The **Teach 360** was designed to provide a straightforward, effective, and efficient way to quantify student teacher evaluations. The underlying principle is that the data collection process is more valid as more evaluators with possibly different perceptions partake.

The assessment tool is based on the guidelines established by the California Standards for the Teaching Profession (CSTP). These standards were developed to facilitate the induction of new teachers into their professional roles and responsibilities by providing a common language, along with a new vision of the scope and complexity of teaching.

If used correctly, the assessment process will provide the student teacher with a comprehensive view of his/her strengths and weaknesses. The student teacher completes a self-evaluation and also invites other people (supervisor, peers, principal, cooperating teachers, etc.) to complete an evaluation – all via the Internet. Once the evaluations are completed, each student teacher can view his/her feedback online with a personal access code.

Perhaps the most valuable aspect of the 360 is the ability to compare feedback from the different respondent types on one graph for powerful *gap analysis*. In looking at the differences and similarities between the charted lines, student teachers can identify strengths or weaknesses that are consistently recognized by everyone, as well as areas where self perception differs from the perception of others. Ultimately, the student teacher will gain an awareness of areas that need the most attention.

The data is presented in a number of ways, allowing the participant to review their scores by teaching standard (*below left*) or drill down to look at the scores of the individual items that comprise each standard (*below right*). Participants can also review the responses to open-ended questions that are included in the survey to help round out the data.



**Individual being evaluated: Jonathan Smith**

Welcome to the Teach 360. You have been selected to give feedback to this person regarding his/her strengths and areas of improvement. The Teach 360 focuses specifically on the competencies defined by the **California Standards for the Teaching Profession (CSTP)**. The objective of this process is to provide a clear image of how this person is perceived by others and, based on this information, determine what actions this person should take in order to reach maximum effectiveness.

The success of this process is predicated on honest feedback. The person you are evaluating will appreciate your candor.

Thank you for your time and cooperation.

**You are this person's:**

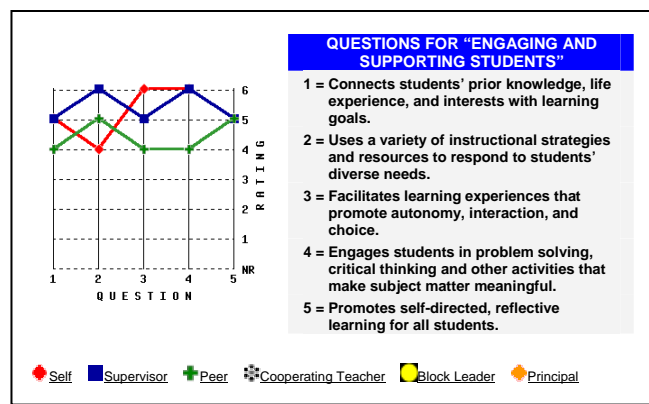
Self  
 Supervisor  
 Peer  
 Cooperating Teacher  
 Block Leader  
 Principal

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**Please respond to the following questions. If you are unable to answer due to lack of information or experience, please select "No Response."**

**ENGAGING AND SUPPORTING STUDENTS**

- Connects students' prior knowledge, life experience, and interests with learning goals.  
 Strongly Disagree  Disagree  Somewhat Disagree  Somewhat Agree  Agree  Strongly Agree  No Response
- Uses a variety of instructional strategies and resources to respond to students' diverse needs.  
 Strongly Disagree  Disagree  Somewhat Disagree  Somewhat Agree  Agree  Strongly Agree  No Response



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## Additional Features

ExecuSurv's 360 Platform has several other features that add value to the process. These features are optional and can be used in any combination.

The **Email Management System** (EMS) automates the entire communication aspect of a 360° feedback program. The system sends email notifications to all participants prompting them to submit their feedback, and triggers other required communications. An added benefit of the EMS is that it automatically tracks the progress of each 360 and sends out reminder emails for participants who are slow in completing the survey.

In addition to using the ExecuSurv 360 system as an individual feedback tool, authorized individuals can utilize the **Aggregate 360** feature to run 360 feedback for groups of individuals, based on demographic variables such as school, program level, subject expertise, gender, etc. This enables a macro-level view of the data and empowers the student teacher program administration to observe common denominators – strengths and weaknesses – across different cross-sections of participants. Ultimately, aggregate 360s can be used to create and roll-out training and development programs more efficiently and with pinpoint accuracy.

ExecuSurv often collaborates with organizations to create **Customized 360s**. We have a team of seasoned consultants who are available to help develop a tool that is specific to a school or school district. Also, we can create subject-specific instruments. The concept of 360s can also become a powerful learning tool for other members of the faculty and administration, not just for those in a student teacher program.

ExecuSurv's **Flex 360** provides the ability to tailor a 360 to each individual. The 360s can include core competencies – items that apply to everyone, such as basic teaching skills – as well as elective competencies – items that are related to a specific job function, subject expertise, developmental issues, or any other variable. This program also leverages the Email Management System, so everything is monitored within the system. The Flex 360 addresses the reality that a one-size-fits-all competency model is not always the best solution; it is a powerful and efficient tool for empowering participants to focus on basic teaching standards, as well as individual developmental goals.

## About ExecuSurv

Founded in 1996, ExecuSurv traces its roots back to an established Organizational Development consulting firm. The principals of the firm recognized that the Internet could be leveraged as a channel of communication, greatly increasing the efficiency and effectiveness of data gathering. ExecuSurv began development of its survey platform in 1997, deployed its first survey in 1999, and is positioned today as one of the only companies of its kind that can deliver proven web-based survey applications in combination with the experience and expertise to help organizations manage the overall survey deployment process.

## Skills/Competencies Measured

Engaging and Supporting Students

Creating and Maintaining Effective Environments

Understanding and Organizing Subject Matter

Planning and Designing Learning Experiences

Assessing Student Learning

Developing as a Professional Educator

## Sample Items

Engaging and Supporting Students

- Connects students' prior knowledge, life experience, and interests with learning goals.
- Uses a variety of instructional strategies and resources to respond to students' diverse needs.
- Facilitates learning experiences that promote autonomy, interaction and choice.

Understanding and Organizing Subject Matter

- Demonstrates knowledge of subject matter content and student development.
- Organizes curriculum to support student understanding of subject matter.
- Interrelates ideas and information within and across subject matter areas.

Assessing Student Learning

- Establishes and communicates learning goals for all students.
- Collects and uses multiple sources of information to assess student learning.
- Involves and guides all students in assessing their own learning.