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Educational Specialists?; What Are the Different Models of Personnel Evaluation?; What Are the Standards for Quality Personnel Evaluation; Propriety Standards; Utility Standards; Feasibility Standards; Accuracy Standards; Summary; Chapter 2 References; Chapter 3: The Goals and Roles Evaluation Model; What Are the Underlying Assumptions?; What Is the Purpose of the Model?; What Are the Key Features? What Are the Basic Steps in the Model?Summary; Chapter 3 References; Chapter 4: Developing Performance Standards; What is the Job of the Educational Specialist?; What Are Performance Standards?; Overview of Performance Standards; Domains; Performance Standards; Performance Indicators; What Are the Steps in Developing Performance Standards?; Selecting Terminology; Determining Content for Performance Standards; What Performance Standards Are Recommended for Use with Educational Specialists?; Summary: How Should Educational Specialist Performance Standards Be Used?; Chapter 4 References Chapter 5: Rating Performance of Educational SpecialistsWhat Are the Intended Outcomes of Performance Evaluation?; What Assessment Tools Can Be Used in Providing Formative Feedback?; Performance Indicators and Formative Feedback; Interim Reviews and Formative Feedback; What Types of Rating Scales Can Be Used in Summative Evaluation?; Designing Rating Scales; Using Rating Scales; What Is a Performance Appraisal Rubric and How Can It Be Used?; Summary; Chapter 5 References; Chapter 6: Documenting Performance of Educational Specialists So What Is Wrong with Observation-only Educational Specialist Evaluation Systems?

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Sommario/riassunto

Easy-to-use, authoritative, and flexible, the tools in this book and CD-ROM have been developed over the last 15 years and have been field tested in over 500 schools. These tools will empower you to do your evaluations based on current thinking and best practices.

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