



Best Practices for Evaluating ELL Educators: Discussion Guide

This discussion guide accompanies [Best Practices for Evaluating ELL Educators](#), a video produced by Colorín Colorado. You are welcome to use these questions in PLCs, coaching settings, and school- and district-level conversations related to ELL instruction and teacher evaluation!



After Viewing

What are some examples you saw of:

- Students' academic language development
- Culturally/linguistically responsive practice
- Effective classroom management
- Rapport between the teacher and students
- Rapport between the teacher and evaluator
- Opportunities for the teacher's growth and reflection
- The evaluator's expertise regarding ELLs



"I want to sit with my administrators and ENL team and discuss how we can use this video to better support our teachers and students."



Your Responses

- What were your big takeaways from the video?
- What as an "a-ha" moment for you?
- How might you use this video with colleagues?
- What is one idea from this video that you would like to try in your setting?
- What is a broader goal from this video that you would like to share with colleagues? What are some steps your team could take towards that goal?
- In what ways might this video be relevant for the evaluation of other specialists, such as special education teachers?



Our School/District

- What are some current supports for ELL educators in your district?
- How are ELL educators currently evaluated?
- What opportunities do ELL educators and their evaluators have for collaboration?
- What opportunities do administrators and evaluators have for ELL professional development?
- What other supports could positively contribute to ELLs' teachers' growth and retention?



Related Resources

These resources provide additional information and would be great resources for jigsaw activities among teams!

[Q&A with Areli Schermerhorn, Peer Evaluator for ENL/Bilingual Education](#)

Learn how a peer evaluator whose primary responsibility is to observe ELL and bilingual educators is thinking about evaluation as a tool for professional growth and what she recommends to both teachers and administrators regarding ELL educator evaluation.

[Promoting Success for Teachers of English Learners through Structured Observations](#)

To help ensure that all students have equitable access to well-prepared, effective teachers, CCSSO created two working groups composed of leaders of state education agencies and school districts, as well as staff members from the American Institutes for Research, CCSSO, and Education Northwest, to integrate attributes and exemplars of effective teaching of ELs into two widely used teacher evaluation and support systems: the [Danielson Framework for Teaching](#) and the [Marzano Focused Teacher Evaluation Model](#). The working groups also prepared an overview report: [Promoting Success for Teachers of English Learners Through Structured Observations](#).



Related Books

- *Evaluating ALL Teachers of English Learners and Students With Disabilities* (Corwin)
- *And Justice for ELs* (Corwin)