

# Bosses and Peers

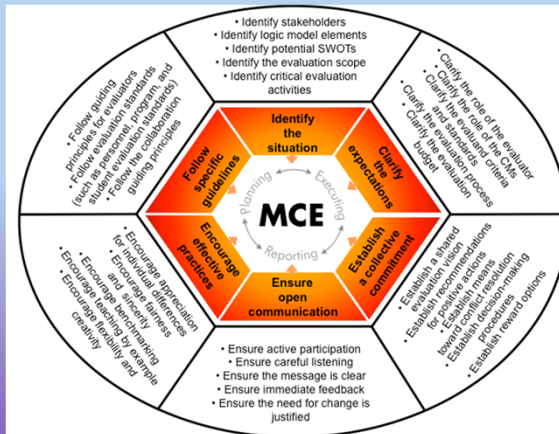
Insights from an Internal Evaluator

Evaluation Proposal  
Using the Model for Collaborative Evaluation as the Framework for Educator  
Evaluations

Follow the best practices  
outlined by AEA

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## MCE was the best approach



Using the perspective of the **Leader-Leader** Management style (Marquet 2012)

## PROPOSAL HIGHLIGHTS

- **Identify background context and need**
- **Present a collaborative approach to the evaluation**
- **Propose a system of personnel evaluation to increase knowledge, skills, abilities, and motivation of team members**

## Acknowledge the Hawthorn Effect and Campbell's Law

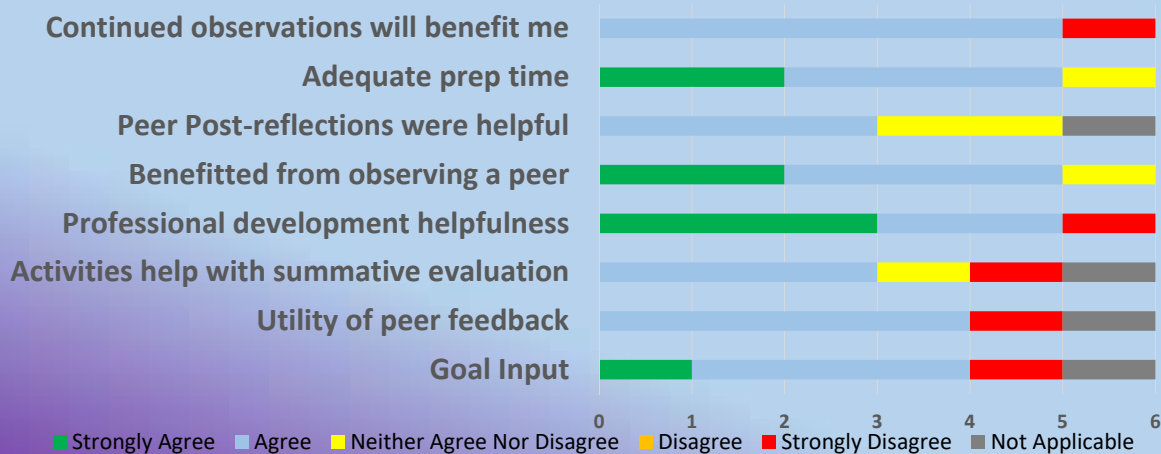
- Hawthorne Effect, also known as the Observer Effect
- As the internal evaluator your associates may behave differently
- Make sure the lines of communication are wide open especially at the inception
- Campbell's law: gaming the system in social settings

### Benefits of the Evaluation

- Allows professional and personal growth of educators and staff
- Establishes clear goals for employers and employees to agree upon
- Creates a constructive and fair way to provide feedback to employees
- Increases employee morale
- Saves time

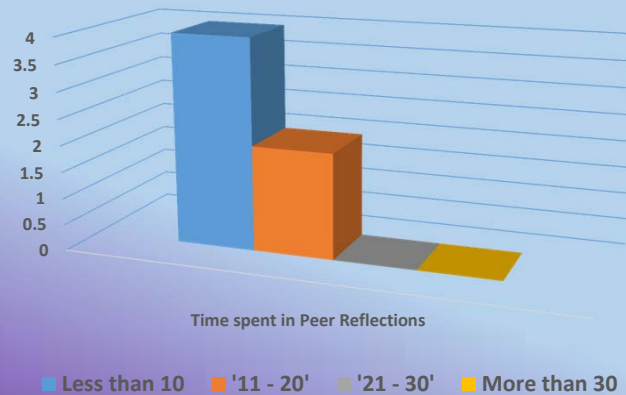
## Survey Results

Quarter 1 Faculty / Counselor Feedback



## Survey Results 2

I spent \_\_\_ total minutes in my reflecting meetings this quarter.



## Conclusions

- The new evaluation system is for the most part valued and well received
- Sufficient resources were dedicated to allow for reflections
- Challenges present themselves in small-unit evaluations,
  - Be honest, forthright, and above all protect participant rights

## Perspectives - Advantages

- Informal conversations can provide valuable insight
  - Including the counselor in the observation activities gave teachers greater understanding into the daily activities of the counselor
    - Greater understanding lead to greater appreciation
- Trust among leader/peers can lead to in-depth insight

## Perspectives - Disadvantages

- The leader/peers may behave differently knowing the evaluator is either formally or informally
  - Particularly those that may be dissatisfied
- Anonymity may be difficult to maintain
  - Particularly in smaller settings

## Biography, Michael E. Mitchell



Mr. Mitchell is a Certified Evaluator and Metaevaluator, obtaining his certification at the University of South Florida under the internationally renowned evaluator Dr. Lilia Rodriguez-Campos. He has performed numerous program evaluations and metaevaluations for various clients. He is also a National Board Certified High School teacher teaching biology, anatomy and physiology, marine science, and computer technology at Florida SouthWestern Collegiate. His master's degree is in Marine Science and he worked at the then Florida Marine Research Institute (now the Florida Wildlife Research Institute), helping to develop the statewide Fisheries Independent Monitoring Program. Mr. Mitchell coauthored multiple peer-reviewed articles in the marine fisheries field and in the field of evaluation. He also was a computer consultant, building several commercially used database programs and provided systems and network support to businesses. Currently, in addition to his teaching and evaluation consulting activities, Mr. Mitchell is working toward a Ph.D. in Educational Research and Measurement and Evaluation at the University of South Florida