

The teacher evaluation system in the Czech Republic

1. The process

Teacher evaluation in the Czech Republic is typically conducted by school principals in approaches defined locally by the schools. Evaluation of teachers' regular work at school is going through observations made by their school principals.

Teacher evaluation is, first, about documenting the quality of teacher performance; then, it helps teachers to improve their performance as well as holds them to be responsible for their work. Criteria of evaluation are decided:

- a) by the schools and often by the school principal in processes which include interviews and classroom observation.
- b) it depends on school education program of every school as dictated by the 2005 Education Act.
- c) it depends on the external conditions – the results of school inspection

2. Outcomes of the evaluation and consequences for the evaluation

So the question is why the teacher needs evaluation? Because regardless of how well a program is designed, it is only as effective as the people who implement it.

Evaluation system for teachers is an important and essential component of an effective school. Teacher's evaluation can and should be considered a vital part of the improvements in education. Improvement can take numerous forms, including:

- improvement in performance of individual teachers, and other educators (administrators, support personnel);
- improvement of programs and services to students, parents, and community; and
- improvement of the school's ability to accomplish its mission.

All these phenomena are monitored during the observation of the principal.

When the observation is positive the principal defines the professional development plan of the teacher and pay level. Otherwise the teacher can be punished or he can be dismissed.

3. Teachers' feelings/views about the process

The teachers are satisfied with the internal evaluation, they respect the results of the external evaluation (for ex. PISA, TIMSS) and take some measures. The last survey shows the teacher evaluation system should have two purposes:

- It should be contributing to the personal goals of the teacher
- It should be contributing to the personal and professional development needs of the individual teachers as well as improvement within the school

4. History and future of the teacher evaluation system

In history the teacher's evaluation was made by inspection (once in 3 years) and by a principal (each year). Since 2005 the Inspection doesn't evaluate the teachers individually.

Any plans for changes in evaluation system, it depends on school – Act. The career opportunities will be prepared.

5. Key strengths of the system points for improvement

All teachers receive appraisal and feedback on their teaching practice. Teacher appraisal is more closely linked to teacher professional development and school development. On the other hand the absence of career opportunities for effective teachers undermines the role of teacher appraisal. Through the observation the principal can make the evaluation if it is necessary and it is faster, but more subjective because every headmaster has different indicators of evaluation. It is possible to make the self-evaluation or each other evaluation (among teachers of individual subjects – the languages, sciences, maths and others.)