



TEACHER PERFORMANCE ASSESSMENT IN A CONTEXT OF CHANGE AND INNOVATION

SICI Workshop 21-23 November 2012 • Sèvres • CIEP

The French educational system is well-known for its long tradition of individual teacher inspection. This tradition is currently under question, confronted as it has been in recent years with the following paradox: French teachers are supposedly submitted to the close scrutiny of their inspectors and yet the system is unsure of the contribution of this mode of inspection to the assessment not only of student learning achievements but also of teaching effectiveness itself.

The question we would like to discuss and share with the participants in the workshop is: how do **teacher evaluation practices** in a particular national or regional context relate to the outcomes of the educational systems concerned?

In the suggested themes and topics for the workshop, we wish to acknowledge some of the interrogations that stand out in recent reviews of **the role of inspection in the assessment of teacher performance**, mainly:

- Coherence of methods, standards and frameworks pertaining to or defining quality in teaching
- The different forms of teacher evaluation (external? internal? self-evaluation? or a combination of these options?) and the purpose of teacher evaluation (is it a summative evaluation of performance or a formative evaluation which aims at further professional development? or is it both?)
- The consequences of teacher evaluation (how is it concretely followed up and how effective is it?)

11.00-13.15 **Registration and lunch**

- **PLENARY SESSION** (with simultaneous translation)

13.30

Welcome speech

- **François Perret**, Director of CIEP

Opening statements

- **Christine Gavini-Chevet**, *Directrice des relations européennes, internationales et de la coopération (MEN/MESR)*
- **Jean-Yves Daniel**, *Doyen de l'IGEN* and **Thierry Bossard**, *Chef du service de l'IGAENR*
- **Marie-Hélène Ahnborg**, Senior Chief Inspector, Swedish Schools Inspectorate (*Skolinspektionen*), SICI President

14.00

Teacher education, teacher evaluation and teacher development in a context of change and innovation

- Pr. **Graham Donaldson**, former SICI President

14.30

Teacher evaluation in France, today and tomorrow: a complex and sensitive issue

Current debates and developments in France about the improvement of teacher evaluation: how to evolve from a tradition of individual inspection to a new practice of appreciation of professional value?

Moderator: **Brigitte Doriath**, *IGEN*

Speakers :

- **Florence Robine**, *Recteur de l'académie de Rouen*
- **Annie Bessagnet**, *IA-IPR, académie de Versailles*
- **Marie-Christine Hébrard**, *IEN adjointe au Directeur académique des services de l'Éducation nationale de l'Essonne (académie de Versailles)*
- **Isabelle Robin**, *proviseur, vice-president of AFAÉ (Association française des acteurs de l'éducation)*

- **IN CIEP'S GRANDE BIBLIOTHEQUE**

15.30

Coffee break

- **POSTER PRESENTATIONS**

15.45

Overview of teacher evaluation policies and practices in Europe, in the form of "country poster presentations"

SICI members - whether or not they send representatives to the workshop - are requested to make a poster on the theme "Teacher Performance Assessment" and the role of their inspectorate or organization with respect to this issue.

The posters will be displayed in the *Grande Bibliothèque*. The countries present at the workshop will be asked to have someone available to give explanations about their posters, if necessary.

16.30

Review and summary of poster presentations

The various forms of teacher evaluation: common points and differences

- **Isobel McGregor**, Educational Consultant, SICI Inspection Academy (SIA) coordinator, formerly with Her Majesty's Inspectorate in Scotland
- **Dominique Remy-Granger**, *IGEN*

17.15

Departure by bus from CIEP

On the way to *CNAM (Conservatoire national des arts et métiers)*, presentation of school visits

18.30

Private visit of the *Musée des arts et métiers (Museum of Arts and Crafts)*

Virtual visit of the museum: <http://www.arts-et-metiers.net/home.php?lang=ang&flash=f>



19.30

SICI gala dinner at the Museum, in *Église Saint-Martin-des-Champs*

Reception service by the students of *Lycée Erik Satie (Paris)*

Three-course gastronomical meal prepared, cooked and served by the students of *Lycée Montaleau (Sucy-en-Brie)*

This gala dinner is funded by SICI.

22.00 **Return to CIEP** (with some sightseeing along the River Seine on the way back)

8.00

Departure by bus from CIEP

9.00

School visits

Class observations will be organized for small groups of two to three (maximum) SICI members. They will take place in a panel of schools in Paris: primary schools, *collèges* (lower secondary) and *lycées* (general education or vocational). Each of these observations will be led by an inspector of the *académie de Paris* and will be followed by the teacher-inspector "pedagogical interview" (*entretien pédagogique*) traditionally comprised in French individual inspections.

Workshop participants will attend the interviews in an observational role. If they wish to exchange briefly with the teacher (and the inspector) they may do so after the interview is concluded.

11.30

Return to CIEP and lunch

• GROUP SESSIONS

13.30

Analysis of class observations and teacher-inspector interviews

15.00

Coffee break

• PLENARY SESSION

15.30

Group reports and plenary discussion

Moderator: **Xavier Pons**, senior lecturer at UPEC (*Université Paris-Est Créteil*)

- Into the school, into the classroom - observing the collective, observing the individual: how can they be articulated?
- Evaluating and controlling the quality of teaching: can inspection assess - behind and beyond figures - the learning outcomes and achievements of students?
- Can classroom observation contribute to the professional development of teachers?

16.30

New arrangements for evaluating teachers in the Netherlands

Presentation by **Rick Steur**, Chief Inspector (secondary education, vocational education, adult education and higher education), Netherlands Inspectorate (*Inspectie van het Onderwijs*)

Followed by questions and answers

19.00

Dinner at CIEP

• **PLENARY SESSION**

9.00

Open panel discussion

In a context of change and innovation, whose job should it be to assess teacher performance?

Moderator : **Daniel Charbonnier**, *IGEN*

Speakers:

- **Alasdair Eadie**, HMI, Education Scotland and **Andrew McSorley**, Headteacher, St Thomas Aquinas Secondary School, Glasgow
- **Thomas Winskill**, HMI, Ofsted

Questions and answer

9.45

Teacher evaluation in the countries reviewed by the "OECD Review on Evaluation and Assessment Frameworks for Improving School Outcomes"¹: an overview of the challenges and policy options

- **Paulo Santiago**, Senior Analyst, Early Childhood and Schools Division, Directorate for Education, OECD

Questions and answers

10.30

Coffee break

11.00

Summary of key issues

- **Isobel McGregor**, Educational Consultant, SICI Inspection Academy (SIA) coordinator, formerly with Her Majesty's Inspectorate in Scotland
- **Roger-François Gauthier**, *IGAENR*

11.30

Closing remarks

Marie-Hélène Ahnberg, Senior Chief Inspector, Swedish Schools Inspectorate (*Skolinspektionen*), SICI President

12.00 Lunch and end of workshop

¹www.oecd.org/edu/evaluationpolicy



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For a history of CIEP, you may go to the online flip book:

Centre international d'études pédagogiques in Sèvres: The Lives and Times of a Unique Place

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