

# Reflections on Courtney Bell's "Validation of Professional Practice Components of Teacher Evaluation Systems"

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# Big Ideas

- We must clearly understand the problem we're trying to solve.
- Different problems, necessitate different solutions, which should be tied to a well specified and credible theory of action.
- We must clearly understand the multi-dimensional nature of the construct.
- Context is critical. A set of assumptions may hold in one circumstance but not another.

# Validation Plan

- With weighty and wise caveats, an exemplar plan is presented.
- Reasonable claims in a theory of use are proposed
  - Are the measures trustworthy?
  - Can they be used and are they used to inform practice?
  - To what extent is there an impact on teaching and learning?
- A thoughtful set research questions and analyses are pegged to each claim.

# Ambitious / Attainable

- The plan very ambitious and replete with many practical examples and suggestions.
  - Even so, more could be added. Consider, for example, an investigation of unintended consequences.
- But, of course, time and resources are limited. How do we keep from making perfection the enemy of good?

# Threading the Needle

- Focus on clarity of constructs and measures: these are the building blocks.
- Higher stakes = higher the burden