**TEN Session 1 August 14, 2014**

**Hopes and Fears**

**Fears reported out**

* Fidelity – teachers feeling like they are being compared to each other, inter-rater reliability
* Process becomes competitive and the feelings of being compared—getting caught in the little things and losing sight of what it important
* Nothing changes
* That this keeps shifting with different rules and processes every few years
* Nothing changes for us and we stick with what we have which is inconsistent
* Relationships between teachers and admin is broken and fingerpointing
* Tools are not used for improving instruction
* A system where everyone is just a test score
* Teachers live in fear of evaluation

**Hopes reported out**

* Collaboration and sharing and learning and working together
* Collegiality and improving student learning
* Continuing collaboration
* Meaningful conversations about the craft of teaching
* Consistency between evaluators and buildings
* That evaluation drives instruction and improves student learning
* Evaluation process really demonstrates the success of our students
* Teacher self reflective evaluation not a punitive admin driven evaluation of a teacher