



# THE MARKET LEADER IN AUTOMATED OBSERVATION AND EVALUATION



# TEACHER VITAE- THE MARKET LEADER IN AUTOMATED OBSERVATION AND EVALUATION

## Why is Teacher Vitae the Market Leader?

We are a company of educators making products for educators which has given us the inside scoop on what is TRULY needed. Teacher Vitae: Includes pre-made templates on how to quickly do...anything! Works with whatever framework a district or school is leveraging - digitizing all of the relevant required documents (configurable to any state) Includes templates for formal walk-throughs/observations including a revolutionary first of its kind evaluation system with social emotional learning components. Tracks professional development needs and courses taken toward re-certification. Organizes all district professional development offerings into a searchable, assignable catalog. Outlines the needs of the entire yearly observation and evaluation process Data collected by evaluators is automatically tied to the summative evaluation HELP- WHAT TO CHANGE TO Teacher Vitae brings equity, efficiency and effectiveness to the yearly observation and evaluation process. The platform empowers teachers, through timely feedback and support, with tools to know what is expected, helping them focus on improving student learning; our future's most important asset!

## A Unique Solution

Teacher Vitae is an especially unique educational solution. Unique in that it was built to maximize collaboration



and accuracy of teacher evaluations for a set of local school districts, but with an eye towards flexibility, so it could easily be customized to fit the standards for professional growth in every state!

Because of this, the product was considered of great value and highly trusted by the customer base from day one of the implementation and launch. Not to mention, we are educators too so...we understand what it takes as an evaluator and evaluatee to get this done! Initially, Silverback started with a group of five (5) beta testers who were really interested in automating their evaluation and observation process. The five educators explained what was needed and that information was built exactly as

requested. The five (5) beta testers turned into ten (10) which then turned into twenty (20) over a two year time frame. The 20 testers (a combination of educators and national /local education agencies) gave constant integral feedback that developed what is known today as Teacher Vitae.

# Balanced Evidence Based Evaluations

The focus of any balanced evaluation system should be providing a personal space that helps teachers and all employees collect and catalog evidence of professional growth; while being able to share the evidence at employee discretion. Portfolios encourage individuals to document and reflect on each step of the evaluation journey; leading to better, more collaborative conversations with supervisors and colleagues about the craft of teaching. Metadata tags allow employees to easily attach professional portfolio and professional development artifacts to state and district evaluation rubrics and/or master educator standards. Tagged documents can then be shared with evaluators and other colleagues. This makes it easy for employees to self-identify evidence they feel is emblematic of certain professional standards, characteristics and development. Evaluators also get to use tags; tying every observation and note taken to the state and/or district rubric for easy recall and meaningful conversations throughout the year.



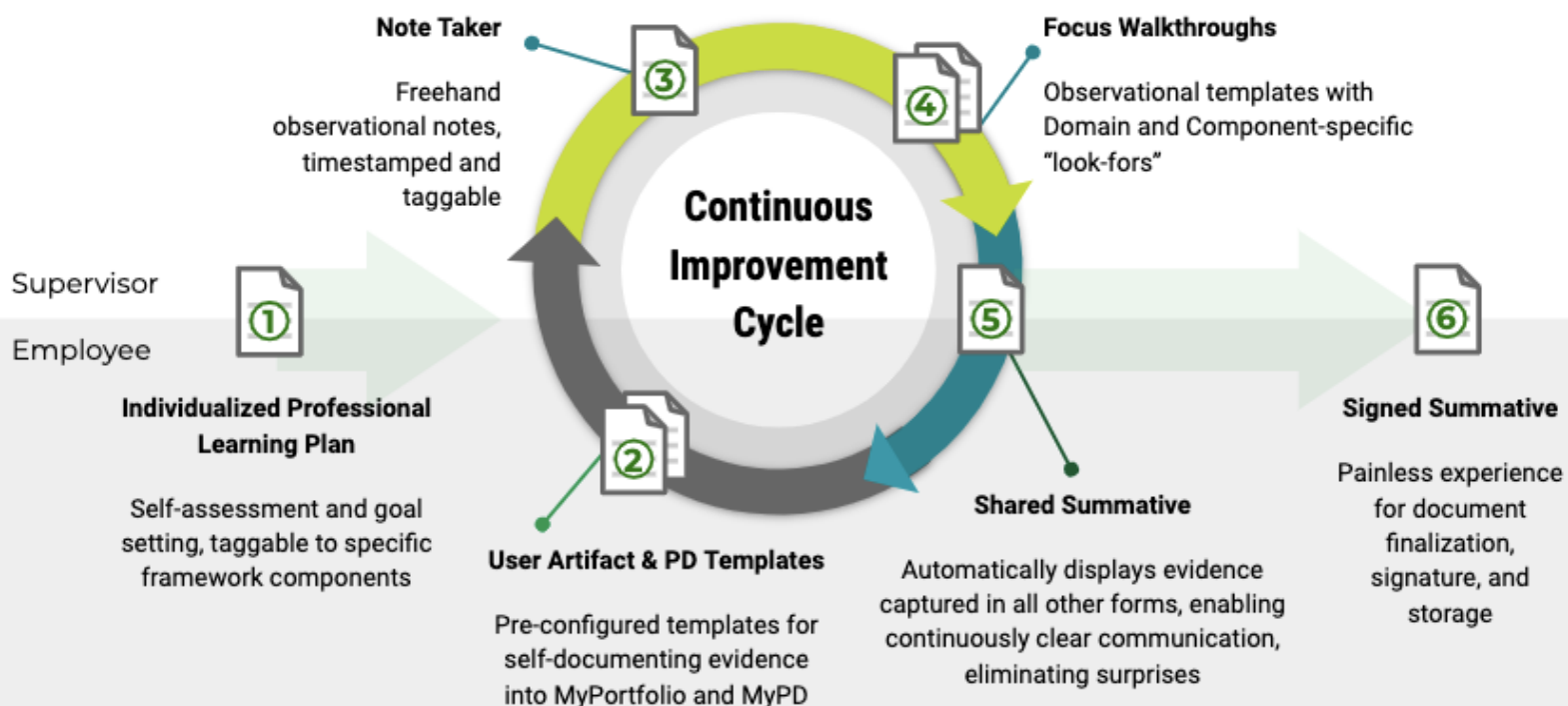
## So What Does This Mean On A Practical Level?

On day one of a Teacher Vitae launch, disbursement in bulk, of packaged forms can happen. Administration can feel confident that everything for the year has been scheduled in an organized fashion. Those being evaluated will know where they are in the process, where they are going in the process, what items still need to be accomplished, as well as having a record of what has been completed. Everything is fully transparent; eliminating surprises! Instead of jotting down a note on whatever is handy as you see something great walking by a class; you can easily jot it on your tablet inside Teacher Vitae, tagging that note instantly. Comments are all organized, (and not lost) and evidence for the final summative evaluation is all in one place when you need it. Every note taken is even time stamped; because you might not have time to correlate that note to evidence right then- but the note will be saved and can be correlated to any given framework at a later date.

# Continuous Improvement Cycle

So why are customers enjoying Teacher Vitae so much more than the nationally known comparable product? Teacher Vitae offers a complete continuous improvement cycle helping to retain the most important school commodity...teachers!

Unlike other products on the market, Teacher Vitae allows the observation and evaluation process to run without a hitch; from scheduling time in classrooms to collecting artifacts of support. The platform also allows different frameworks to be utilized at the same time; as evidence for one process may also be relevant for another process. For example, in Idaho, teachers have the opportunity to apply for a “Master Educator Premium.” This premium recognizes and financially rewards experienced, exemplary educators that are able to show evidence of effective teaching and professional practice. There are behaviors that teachers have to exhibit that are applicable to what needs to be observed during a formal observation as well as observed as a master educator. Teacher Vitae allows the one piece of anecdotal evidence to be tagged to both frameworks making it simple to categorize and organize collected information; simplifying what used to be a very tedious process! Bottom line? Different district and school initiatives can focus on different things. No need to recreate evidence! Just easily set up the same tags or sets of documents to align to two processes.



**Let Us Help You Revolutionize the Way You Handle Teacher Effectiveness!  
Sign Up For a Teacher Vitae demo today!**