

Bias	Example
<p>Anchoring – the common human tendency to rely too heavily, or "anchor," on one trait or piece of information.</p>	<p>An administrator prefers students to sit in groups, however in the observed lesson, students are in rows and therefore gives low marks for the teacher's practice.</p>
<p>Bandwagon effect – the tendency to do (or believe) things because many other people do (or believe) the same.</p>	<p>During classroom walkthroughs, one observer agrees that a teacher's practice is very effective because others have already shared that view.</p>
<p>Bias blind spot – the tendency to see oneself as less biased than other people.</p>	<p>While determining ratings on a rubric, an evaluator doesn't stop to reflect on possible biases impacting their findings because they believe they are less biased than others.</p>
<p>Confirmation bias – the tendency to search for or interpret information in a way that confirms one's preconceptions.</p>	<p>A coach knows that a teacher has carefully planned their checks for understanding and gives the teacher high marks following an observation, even though the attempts did not solicit data on student progress toward mastery of the objective.</p>
<p>Guilt and innocence by association bias – the tendency to assume similar characteristics/behavior/performance across a group of individuals who are observed in a group.</p>	<p>An administrator listens to one student's response during group work and uses that single data point to evaluate the progress toward mastery of all students in the group or class.</p>
<p>Halo effect – the tendency for a person's positive or negative traits to "spill over" from one area to another in others' perceptions of them.</p>	<p>An observer gives high marks on a teacher's practice because the teacher has a reputation as being one of the strongest and most well-liked teachers in the building</p>
<p>Framing effect – drawing different conclusions from the same information, depending on how that information is presented.</p>	<p>Right before beginning a walkthrough, an administrator tells a group of observers that the teacher has made a lot of progress managing the classroom. The group then inflates their perception of management quality.</p>
<p>Recency effect – the tendency to weigh recent events more than earlier events.</p>	<p>Right before the end of an observation, a student calls out--it's the first instance in 20 minutes. The administrator uses that one piece of evidence as the main driver of the rubric rating because it's the most recent action</p>
<p>Mirror bias – the tendency to judge performance as "good" if it is "like I would have done it."</p>	<p>A classroom uses a silent hand signal for students to indicate they need a new pencil. The observer gives high marks for routines and procedures as it is just like the routine they used when teaching.</p>