Colorado Department of Education

Training Provider Name: Children's Leadership Institute

Topic	Key Messages for Your Audience	Training Strategies	Resources to Meet Your Goals
State Statutory Requirements and District Policies/Procedures	**Prior Knowledge/Understanding…myth busting** **Purpose of S.B. 191:** **Statewide minimum standards for what it means to be an 'effective' teacher, principal, SSP** **The six standards encompass key elements to be addressed in the evaluation process** **Requires annual evaluation of all teachers, principals and SSP**	**Begin with an ice-breaker mixer** **Beatles Song Activity** **Review of the State Requirements through ppt. slides, followed by small group discussion, gallery walk, read standards/elements and identify practice to exemplify** **Dance Partner Activity-each attendee completes a 'dance card' with 5 partners. Throughout the training attendees will work with their 'dance partner' to provide a broad interaction with one another.**	**Questionnaire sheet for ice-breaker** **Beatles Song Posters** **CDE Fact Sheet –Educator Effectiveness** **CDE PowerPoint Slides to provide visual related to key messages** **Rubric Examples related to standards/elements** **Golden Nuggets Sheet—capturing key elements** **4 x 6 card for listing 'dance partners'** **Poster Paper and Markers/Sticky notepad**
	Requires that all teachers and principals be evaluated at least 50% on the academic growth of their students	**Brainstorm/list district policies/procedures as essential and/or challenging to meet the requirements.**	**CDE Slides**
	Changes non-probationary status from one that is earned based on years of service To one that is earned based upon three consecutive years of demonstrated effectiveness **Provides that non-probationary status may be lost based upon two consecutive years of ineffectiveness** **Makes non-probationary status portable Prohibits forced placement of teachers**	**Continuation of ppt. slides related to Priorities of Implementation and timelines** *Turn to partner to share what is presently taking place in one's district; large group sharing*	**CDE Slides**

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	Timelines have been established to ensure appropriate training, implementation and success	CDE PowerPoint slides followed by partner discussion regarding positives/challenges	CDE Slides/additional slides (audience specific)
State Model Nine-Step Evaluation Process	The Nine-Step Evaluation Process establishes a foundation for continuous growth professionally, personally while positively impacting student outcomes	Share with partner what has been done in the past as compared to the State Model Nine-Step Evaluation Process. List 2-3 challenges/strengths of State Process compared to past practices. Large group discussion to create summary of pair-share information.	State Model User's Guide CDE related PowerPoint Slides
	A systematic, linked process that also allows for self-assessment and evaluator feedback throughout the evaluation process	Personal and Professional-Goal setting and Affirmation defining (individual activity and share with partner)	EduLink, Inc. Accountability, Goal Setting, and Affirmation materials (audience specific)
	Designed to support professional improvement and outcomes for students	Table discussion of present practices/future expectations	State Model User's Guide Slides
	District Processes/Procedures/Timelines	Audience Specific to connect to present practices –large group discussion	District Plan/Information Customized Slides
Purpose and Design of the State Model rubrics	Continuous improvement, meaningful feedback, basis for making personnel decisions	Group discussion of values on observation and evaluation	Principles of Implementation
	Standards-based, cumulative, overtime, teacher inputs and student outcomes	Score the rubric, gallery walk, comparison to other rubrics	State Model User's Guide, simulations, score sheets, Excel rubrics to model, examples of other rubrics
Measures of Student Learning	The other 50% of the evaluation system is measures of student learning or student outcomes	PowerPoint Slides to illustrate, discussion, Simulations, video clips, practice individually and review with partner	State Model User's Guide, simulations, score sheets, Excel rubrics to model, examples of other rubrics
	The requirements include (1) a measure of individually attributed growth (2) a measure of collectively-attributed growth (3) when available, statewide summative assessment results and (4) other measures aligned with CDE guidelines	Group discussion of district model/s for identifying measures of student learning or student outcomes.	Pre-workshop planning with district (if individual district training) Examples of district models
	Alignment of test to teaching assignments	Pair-share related to present practices/future expectations	
Inter-rater Agreement Practices	Critical to have a measure of consistency to support the evidence from evaluations Understanding difference of Inter-rater Reliability to Inter-rater Agreement	Group instruction with guided practice Discussion and sharing with small group Brainstorm best practices-record Gallery Walk, Role playing with group feedback	Elevate Colorado State Model User's Guide, video clips, simulations

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	A measure of consistency between evaluators in regards to the absolute values of ratings	Watch videos as group/individual documentation/followed with discussion	Videos/simulations
	Are more likely to be a credible source of performance feedback and basis for professional development planning	Simulations, Individual video with feedback/follow-up	Individual District commitment needed for follow-up (if district training)
Observation Techniques	To effectively measure observable classroom processes including specific teacher practices, aspects of instruction and interactions between teachers and students evaluators need training, practice and assessment	PowerPoint slides for introduction, discussion, gallery walk, role playing with group feedback, video clips of classroom instruction	State Model User's Guide, Elevate Colorado, video clips, simulations, Resource Guide
	Specific observation techniques are used to measure broad, overarching aspect of teaching, learning and subject-specific or context specific aspects of practice	Sharing of present practices in small groups/large group discussion of effective practices	Handout…effective observation practices
Coaching and Feedback Skills	improved performance is facilitated through frequent, timely and effective coaching and feedback	Small group discussion, gallery walk, role playing with group feedback, video clips of classroom instruction followed by discussion	State Model User's Guide, video clips, simulations, Resource Guide, articles on effective coaching and feedback
	The human factor is a key consideration in the how and when		
	Coaching and/or feedback sessions should result in an actionable outcome	Pair-share to related examples, large group discussion Practice in pairs with specific examples Simulations/or videos	Handout of situations Elevate Colorado
Evaluation Data Collection and Documentation	Is an on-going process that brings together concrete data to foster professional improvement and increased student achievement	Identifying best practices, small group discussion, gallery walk, individual practice	State Model User's Guide, Resource Guide, Examples of Documentation
	Recognizes the importance of both observable and non-observable processional practices	Small group identify 3-4 examples of both types of practices/create list in large group	
	Elevate Colorado…developing competency	Identifying time and sessions necessary for set level of proficiency	Elevate Colorado
	District Determined	Review of District Plans (if individual district training)	District Plan and other relevant materials