



COLORADO
Department of Education

State Model Approved Evaluator Training Provider Instructional Framework

Training Provider Name: Cogent Education

Topic	Key Messages for Your Audience	Training Strategies	Resources to Meet Your Goals
State Statutory Requirements and District Policies/Procedures	Overview of S.B. 191—Purposes, Critical Effects and Priorities	Power Point Slides-Quick Review	CDE Orientation Power Point 2015-2016 Colorado State Model Educator Evaluation System User's Guide (User's Guide) Powerpoint
	Effectiveness State Definition— SSP/Teacher/Principal	Review-- common areas in both teacher/ principal/SSP	Information Handouts Powerpoint
	Review of district's policies and procedures	Customize based on district needs Small group discussion/share out of policies and procedures about how implementation is achieved to include best practices (if needed)	District's policies and procedures information Powerpoint
	Educator/Principal/SSP Quality Standards	Quick review to lay foundation for further work	User's Guide CDE slide deck for quality standards
State Model Nine-Step Evaluation Process	Overview of Nine-Step Process	Colorado State Model Performance Management System Webinar Review the steps	Colorado State Model Performance Management System CDE slide deck
	Overview of each step and required components	Worksheet to fill in as overview is reviewed	Colorado State Model Educator Evaluation System User's Guide Exhibit 3
	Overview of Timeline	Use of Colorado State Model Performance Management System with audience	Exhibit 4 in User's Guide Colorado State Model Performance Management System CDE slide deck
	Responsibilities of Evaluator and Evaluatee before, during and after each step of evaluation process	Use of Colorado State Model Performance Management System with audience	Exhibit 5, 6 in User's Guide Colorado State Model Performance Management System CDE slide deck
Purpose and Design of the State Model rubrics	Goal - continuous improvement and timely feedback	Groupwork—recall your best coach/supervisor and feedback received Share out to whole group	Effective feedback slidedeck
	Rating the elements and standards	Demonstration of determining the rating of the elements/ standards and overall rating.	Colorado State Model Performance Management System

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	Determining the overall professional practices rating	Simulation	User's Guide Simulation answer keys
	Quality standards of teacher/principal/SSP	Quick review	Definitions and quality standards CDE slide deck
	Teacher, Principal, and SSP frameworks for evaluation.	Simulation of evaluation process Scoring review to include measures of student learning section	Educator simulation appropriate to audience CDE slide deck
Measures of Student Learning	Purpose and intent The “other” 50% Requirements for teachers , principals and SSPs for 2016-2017	Pick “category” and meet with small group, discussion and share out	Chart paper, CDE slide deck of MSL District Questions to Consider Trends and Data from Implementation from Colorado Education Initiative CEI guiding questions for MSLs Measure of Student Learning guidance CDE
	Overall system 6 step process	Slidedeck informational review Unscramble the steps activity	Trends and data from implementation in Colorado CEI document RANDA CDE slide deck MSL
	Selection of measures Rules of attribution, target setting, weights and values	Values activity Present of examples and nonexamples of MSLs Fix and improve the examples in small group shareout	Combining outcomes demo CDE RANDA CDE slidedeck MSL
	Assessment and data literacy Data use and assessment Teacher assessment literacy Essential steps of Student Learning Objectives (SLO) Stake holder engagement	Target and scale setting activity CDE Review classroom assessment for math and literacy to be considered for pre and post Small group discussion and whole group shareout	Assessment review tool CDE Assessment inventory CDE Sample pre and post assessments CDE resource bank SLO samples CDE MSL slidedeck Illinois State Board of Education slidedeck San Juan Boces example video CEI Guiding questions for MSLs CEI Teacher perception survey Teacher think tank video San Juan Boces
	Definition/purpose/results of having interrater agreement Make a yearly plan to train for interrater agreement and why it's important	Group share of best practices and report out to large group	CDE slide deck

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	Awareness of bias, preferences, assumptions	Discuss results and examples Talk about a time when.....	You tube, Vimeo, instructional setting pictures CDE slide deck Handout for scoring videos and pictures
	What is effective feedback Feedback vs. advice How do you provide feedback to a teacher after observation Prioritize and deliver message	Discuss coaching/next steps Think Pair Share Find another person who watched the same video and discuss the feedback you gave that teacher...has it changed?	Effective feedback slide deck
	Elevate Purpose of Inter rater agreement training videos How do you compare school, district and state How to score best practices	Watch video and record best practices with a partner for one standard only With a partner discuss your list and discuss where it lands on the rubric	CDE slide deck for inter rater agreement Elevate Teacher's resource guide Flashdrives
Observation Techniques			
	Informal and Formal observation techniques	Table top discussion/report out to assess level of audience current practices Informal/formal techniques of meaningful walkthroughs and formal observation tools/formats Mirrors for the Classroom info sheet Guiding Principles for Successful use of Observation Tools handout	ASCD facilitator's guide, Mirrors for the Classroom info sheet Elevate, YouTube, Power Point Mitsakes, Acheson and Gall, Center for Educational Leadership University of Washington
	Observable and non-observable elements of the rubric	Required measures of S.B. 191 Measures and artifacts appropriate use review	Exhibit 8, 10, 11 and pg. 29-31 in CSMEES User's Guide CDE slide deck—simulation answer keys, observation, required measures and other evidence/artifacts Teacher's Resource Guide
	Accurate identification of evidence for professional practices	Brainstorm ideas for uses of Teacher's Resource Guide Work in pairs and share out next steps of implementation for school/district	Teacher's Resource Guide CDE
Coaching and Feedback Skills	Overview of important components of feedback	Slide deck presentation, then Think Pair Share of components	Frameworks (Charlotte Danielson), Coaching Classroom Instruction, etc. (Robert Marzano body of work) Coaching and Mentoring for Dummies (Brownstein) Slide deck
	Written and Verbal forms of feedback	Powerpoint of salient points	Grant Wiggins, Visible Learning for

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	focus	Role play in pairs	Teachers, Know Thy Impact (John Hattie) Powerpoint, You Tube video
	Constructive feedback components	Reflective dialogue powerpoint Practice in pairs giving feedback based on observation scenarios	Coaching Classroom Instruction (Marzano) Professional Growth Plan Exhibit 17,20 in CSMEES Guide Teacher's Resource Guide
	Environment and process that allows teachers to value feedback	Discussion in table groups	Coaching Classroom Instruction (Marzano) and Talk about Teaching (Danielson) Teacher's Resource Guide Powerpoint
	Characteristics of Effective Conferences	Best practices; discuss present practices and share out	You tube, Powerpoint
	Differentiated Conferencing— Collaborative, Directive, Guided	Practice in pairs utilizing key components of each type of conference Role play	Handbook for Enhancing Professional Practice (Danielson), Coaching Classroom Instruction (Marzano) Powerpoint
Evaluation Data Collection and Documentation			
	Define evidence; observable, nonobservable and artifacts to include district or school; Context and conversation are the key to the nonobservable	Best practices, tough areas, brainstorm solutions Best practices and time management Gain expertise from the audience Troubleshoot and share solutions from experience base of audience Role play, feedback loop	Teacher Resource Guide Marzano body of work CDE slide deck Danielson Framework body of work ASCD Facilitator's Guide
	Use of rubric during observations Walkthrough forms, notetaking strategies and collection of data on different systems and technologies	Small group Share out Quick review of systems for observations Specificity of purpose and targets for differentiated groups with walkthrough forms Techniques like verbal flow, at task, sampling, overview/scripting and tally marks	Elevate; RANDA Slide deck CDE Coaching Classroom Instruction (Marzano) Professional Growth Plan Exhibit 20 in User's Guide Teacher's Resource Guide Atcheson K. and Gall, M. Choosing observation techniques handout
	Using evaluation data reports to guide instructional changes, feedback, professional development or targeted observations	Assessment literacy and purpose Drilling down with RANDA for specific groups, schools, subjects, new teachers, etc. Drilling down with RANDA Creating professional growth plans	Powerpoint list of possible artifacts, etc and examples of district and/or school require for educator, administrator and SSP Professional Growth Plan Exhibit 20 in User's Guide RANDA

