

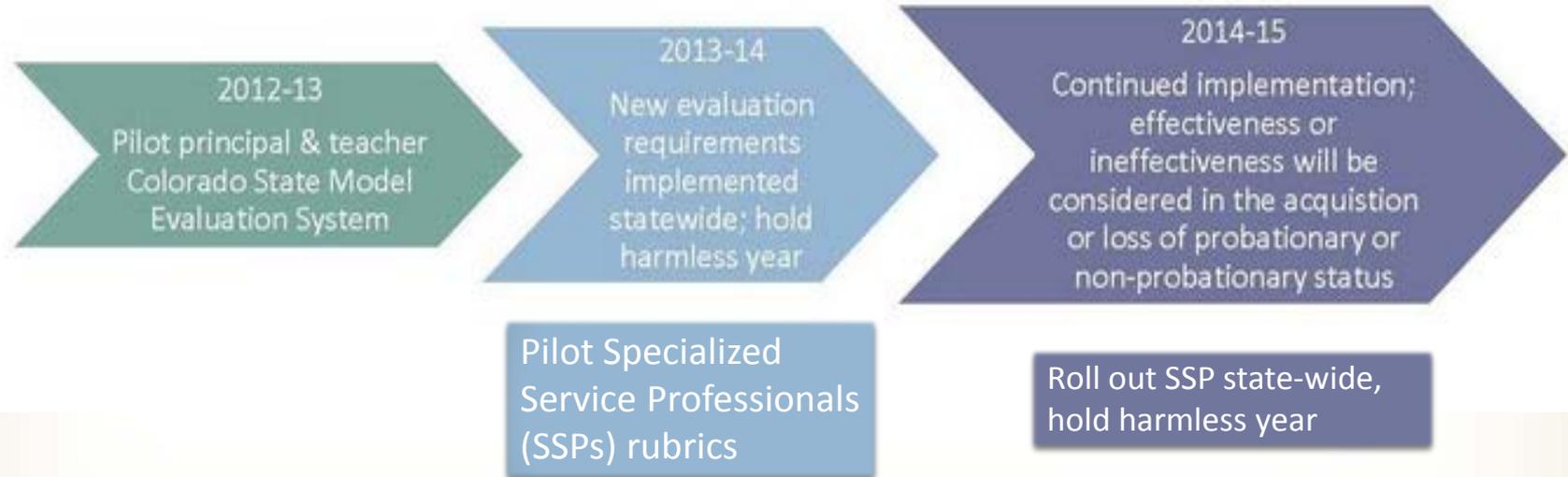
Colorado Department of Education

Approved Unique Educator Evaluation System Training Providers

Application Informational Webinar

February 27, 2014

Implementation Timeline



Today's Purpose

- Purpose of the Unique Model Application
- Who has to submit this information?
- What has to be submitted?
- What is the timeline?
- Q and A



Consider this a two-way conversation, we are learning too.
We want to work with you to be successful.

Purpose of the Application

- To help districts distribute leadership, manage workload and ensure high quality feedback to all educators, state statute and rule allow **designees** to conduct evaluations for teachers and principals *as long as they have been through an evaluator training program approved by CDE. (22-9-106 (4) (a), 5.03 (B))*
- This application process is to meet the above need by identifying and approving **unique** educator evaluation system training providers to train their own designees who evaluate teachers, principals, or specialized service professionals on systems other than the State Model Evaluation System.

Do I have to submit this application?

- **Yes:**

If your district would like to be approved to train designees on the required components of evaluator training programs on your unique evaluation system and rubric.

- **No:**

If your district does not wish to train designees as an approved trainer on the required components of evaluator training programs and the State Model System.

What are the district training requirements?

Whether your district is using designees to evaluate educators or not, **there is still a requirement to train everyone in the local system you are using .**

- **Evaluators** (*including administrators, principals, or their designees who are evaluating teachers, principals, or specialized service professionals*)
 - Must have received evaluator training from an approved training program. 22-9-106 (4) (a). (Principals and administrators holding a license have already received this through their prep program. Designees need to go through an approved program completed through this process.) **(CDE approves)**
- **All licensed personnel**
 - Must have sufficient training on the use of system that is being implemented in the district to ensure that all evaluators and educators have a full understanding of the system and its implementation. 5.03 (A) **(CDE does not have to approve)**

What content should be in the training?

Full adherence to:

- **Requirement 1: Effective Evaluator Practices and Methods**
 - Focuses on the concepts, theory, and best practices in supervision and evaluation.
- **Requirement 2 : Unique System Technical Components**
 - Focuses on the more technical aspects of the educator quality standards, unique rubrics, and guidance on measures of student learning/outcomes
- **These requirements are detailed on pages 3 & 4 of the application as well as on the application rubric found on pages 11 & 12 of the application.**

Application Rubric

Requirement 1: Components of Educator Evaluator Training Program Provide a detailed description of the components of the provider's educator evaluator training program, including:		Inadequate (information not provided or component not being addressed)	Minimal (requires additional clarification)	Adequate (clear and complete)	Excellent (concise and thoroughly developed)
A.	Statutory requirements of educator evaluation systems and an overview of the state's/district's academic standards and other relevant state/district requirements	0	1	2	3
A.	Concepts, theory, and best practices in supervision and evaluation including: providing effective feedback for professional growth; strategies for having difficult conversations and working with educators that need improvement; collecting a body of evidence; understanding the difference between bias, interpretation and evidence; and best instructional practices (if desired, attach sample copies of relevant training materials)	0	1	3	4
A.	Inter-rater agreement: Including a description of how the provider will ensure inter-rater agreement and calibration of evaluators in program	0	1	3	4
A.	Certification/approval including a description of how the provider will certify/approve that evaluators completing their program are ready to administer evaluations and how the provider will monitor their certified evaluators over time and provide re-certification and regular training updates.	0	1	2	3
A.	Processes and systems for regularly reviewing program and performance standards to ensure that they continue to reflect research concerning evaluation of licensed personnel	0	1	2	3
Reviewer Comments:					
TOTAL POINTS FOR REQUIREMENT 1:					/17

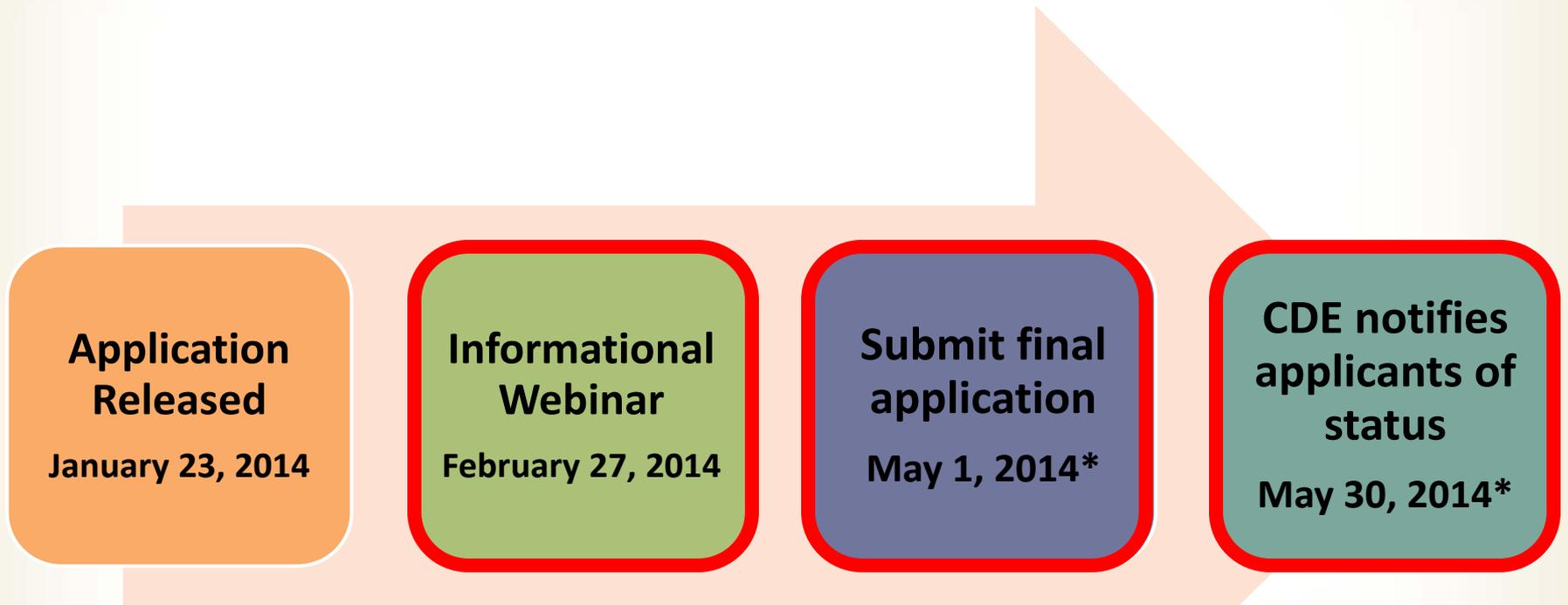
Requirement 2: Evaluation System Overview Provide a detailed description of the unique evaluation system on which evaluators will be trained, including:		Inadequate (information not provided or component not being addressed)	Minimal (requires additional clarification)	Adequate (clear and complete)	Excellent (concise and thoroughly developed)
A.	Technical aspects of evaluation including: understanding the educator quality standards that form the basis of the provider's unique evaluation system; effectively using and gathering evidence to support the system's evaluation rubric; and using tools, processes, and other provider resources to complete the evaluation (if desired, attach sample copies of relevant user guides and training materials)	0	1	3	4
A.	The educator quality standards that form the basis of the system and a crosswalk of those standards to the state's educator quality standards and elements (attach copies of the standard/element crosswalk for each teacher or principle rubric that is not the state model, SSP crosswalks are optional for this year's application process)	0	1	3	4
A.	The rubric(s) that evaluators will be trained on to evaluate educator performance and how the rubric has been validated (attach a copy of each rubric that is not the state model)	0	1	2	3
A.	The guidance that evaluators will be trained on to support educators in developing measures of student learning and Specialized Service Professional outcomes and to incorporate those into the evaluation (if desired, attach copy of guidance)	0	1	3	4
A.	A description of how the system combines professional practice ratings and measures of student learning/outcomes to arrive at a final effectiveness rating (if desired, attach any relevant supporting information on scoring rubrics and/or decision matrices)	0	1	2	3
Reviewer Comments:					
TOTAL POINTS FOR REQUIREMENT 2:					/18

What if we submitted an application last year?

For those districts who went through this process last year, application components from last year may still be valid.

- **Use application rubric as your guide**
- **Address application feedback from last year**
- **Consider new or adjusted components of your system**
- **Address new requirements around SSPs for the coming year**
 - Questions on page 4 of the application
 - Crosswalk of any unique SSP rubrics is optional for this year's application process, this will be required the following year

What is the timeline for the application?



***Applicants wanting feedback or approval prior to May 30th may submit their application materials to CDE at any time and CDE will notify you of your approval status within 3-4 weeks.**

CDE Monitoring and Evaluation

Providers are required to deliver data to CDE on a yearly basis. Upon official approval in May 2014, providers will be given a more detailed list of reporting requirements and timelines. At a minimum, providers will be required to report the following each September:

- General program statistics (e.g., number of trainings, number of evaluators trained and certified/approved, etc.)
- Inter-rater agreement data on their trained evaluators
- Participant feedback on quality of training

CDE may monitor provider trainings (including, but not limited to, conducting training site visits, check-in webinars and monitoring) for:

- Implementation and quality of Requirement 1 and Requirement 2
- Quality of presentation skills and training process

What are your questions?



Who should I contact?

- **Mary Bivens:** Evaluation Systems Consultant
 - Bivens_m@cde.state.co.us
 - 303-866-5194

- **Tricia Majors:** Project Manager
 - Majors_T@cde.state.co.us
 - 303-866-6678