

CONNECTING Evaluators to Training Programs

Evaluator Training Requirements for Educator Evaluation Systems

Any person who conducts an evaluation of school licensed personnel, including principals and principal designees, must hold an administrator's license or go through a state approved training program. Additionally, because the way educators are evaluated is changing with the passage of Senate Bill 10-191 (S.B. 10-191), the need for training on new evaluation expectations and systems is imperative. To support districts in the implementation of S.B. 10-191, the Colorado Department of Education (CDE) created a model evaluation system as an option for districts. CDE provided training on the Colorado State Model Evaluation System in 2012-13 school year and will continue to train for the first half of 2013-14 school year on the evaluation process, instruments and tools.

What are the training requirements for the 2013-14 school year?

If your school district is using the Colorado State Model Evaluation System in the 2013-14 school year you should complete (or have completed) **both** an approved supervision and evaluator course (such as CASE or your university administration preparation program), **and** you must have attended a CDE training **or** a session that is led by someone in your district who has been trained in a CDE train-the-trainer session. If your district is using its own evaluation system, you also must complete similar training requirements (see sidebar for more information).

Will there be CDE trainings offered for the 2013-14 school year?

As of August 2013, CDE has concluded the majority of the train-the-trainer sessions for the state model system. Effective September 2013, you should receive training from someone in your district that has been trained by CDE. However, CDE will continue to offer webinars to support districts for the 2013-14 school year and requests for individual district trainings can be made on the Educator Effectiveness website.

Will there be CDE trainings offered for the 2014-15 school year?

For the 2014-15 school year, CDE will phase out state-wide trainings and will transition to a train-the-trainer model using approved training providers. CDE will be accepting applications for Colorado State Model Evaluation System training providers beginning in October 2013. Approved CDE providers will be listed on the Educator Effectiveness website by April 1, 2014. Such providers

What if my district isn't using the Colorado State Model Evaluation System?

- State Board rules require that all evaluators must be trained in evaluation skills by a state approved training program.
- If your district is implementing a system other than the Colorado State Model Evaluation System, you wouldn't need to attend a CDE training session, but you would need to attend a training for your unique evaluation system. If your district is using evaluator designees (i.e. the evaluator does not have a principal license) then that training needs to be conducted by a state approved program.
- Your district is responsible for ensuring all evaluators (whether they have a principal license or not) are trained on the processes, instruments and tools associated with its unique evaluation system.
- To learn more about applying to have a state approved training for evaluation systems other than the Colorado State Model Evaluation System, please visit www.cde.state.co.us/EducatorEffectiveness/SB-EvaluatorTrainings

may include: Board of Cooperative Educational Services (BOCES), public school districts (local educational agency), education organizations, for-profit providers, non-profit providers, institutions of higher education and individuals. More information about the application process will be forthcoming from CDE by October 2014.

Summary of Evaluator Training Programs

<p>CDE Training: Required if you are using the Colorado State Model Evaluation System in 2013-14. However, you can also get this training from someone in your district that has been trained by CDE.</p>	<p>This one-day training includes information and tools on all the new elements of evaluation requirements as passed in S.B. 10-191 such as: S.B. 10-191 legal requirements, Colorado State Model Evaluation System training, new state standards for educators, the model rubric, how to use the rubrics, what to use for student learning outcomes measures and how to train your staff on the system.</p>
<p>Approved Providers (Beginning in 2104-15): For the 2014-2015 year, training will be available through CDE approved State Model Evaluation training providers.</p>	<p>For 2013-2014, evaluators should complete (or have completed) both an approved supervision and evaluator course (such as CASE or your university administration preparation program), and you must attend a CDE training or a session that is led by someone in your district who has been trained in a CDE “train-the-trainer” session.</p>
<p>Administrator Preparation Program: Required to get your administrator license (this is a previous legal requirement that still applies).</p>	<p>Content varies, but if you have an administrator license, then it is assumed that you have acquired some of the skills and concepts of high quality evaluation practices. This license ensures that you would only need to take the CDE training session (if your district is using the state model system) in order to understand the new requirements of the law. However, if you received your administrator license a long time ago, you might consider the CASE training to refresh your skills.</p>
<p>CASE Supervision and Evaluation 4-day Seminar: Recommended if you do not hold an administrator license and will be conducting evaluations. This course meets the state requirements for licensure in evaluator training (this is a previous legal requirement that still applies).</p>	<p>This is an important training if you are an administrator’s “designee” or you are not yet licensed to be an evaluator. This training covers core concepts of evaluation and supervision, ways to improve your skills as an evaluator, including developing a better understanding of the importance of evaluation in the school improvement process and supporting the implementation of good standards-based teaching. This training does include legal system requirements, the basics elements of the new teacher Quality Standards and how to use the rubric as part of an overall quality school improvement process system. Whereas the CDE training covers the technical guidance on how to use the Colorado State Model Evaluation System, the CASE training focuses on the “skill” of evaluation for any model.</p>
<p>Unique Evaluation System Training: If your district uses a system other than the state model system, you must be trained on the processes, instruments and tools associated with its unique system.</p>	<p>This will be an important training if you will be an evaluator in a district-specific evaluation system. This training might be provided by individual districts, BOCES, non-profits, for-profits, institutions of higher education, alternative educator preparation programs, or individuals. To access the list of state approved training programs, visit the CDE website (this list will be available beginning in the summer of 2013 and updated annually).</p>

Where can I learn more?

- To view the 2013-14 school year webinar schedule and request a training from CDE staff, visit: www.cde.state.co.us/educatoreffectiveness/smes-trainings
- To learn more about becoming an evaluator training provider for the Colorado State Model Evaluation System or a system other than the model system, visit: www.cde.state.co.us/EducatorEffectiveness/SB-EvaluatorTrainings
- To sign up for a CASE evaluation and supervision series workshop, visit: www.co-case.org

The Colorado Department of Education