



Training Provider Name: Colorado Digital BOCES

Topic	Key Messages for Your Audience	Training Strategies	Resources to Meet Your Goals
State Statutory Requirements and District Policies/Procedures	Focus on continuous improvement, statewide minimum requirements for definition of effectiveness.	PowerPoint slides and discussion	Schoology Resources, Note catcher tool, Bill Gates video on teacher feedback
	Requirement of 50% practice and 50% student growth / outcomes.	PowerPoint slides and discussion	Note catcher tool
	Specific roles (teacher, principal and SSP) definitions and requirements	PowerPoint, Discussion of requirements for each, circle key words, create graphic organizer visual representation	Definitions Handout, Poster Paper, markers
State Model Nine-Step Evaluation Process	Continuous improvement cycle, change from one-time observation to cumulative, summative process, annual training required.	PowerPoint slides of nine-step process, participants will read definitions of each step and sequence in correct order to process importance of each step.	Envelopes with definitions for each step, Poster paper with each step posted, User's Guide as a reference
	Importance of scheduling throughout the year	Discuss and show example schedules for training, observation, feedback, etc.	Sample schedules
	Importance of annual training	Create a training to be used with staff, share with colleagues	Schoology, sample training plans
	Self-Assessment Process	Reflect on self-assessment process, write about pros and cons for staff, discuss how these are used to plan for professional growth of each staff member	Schoology, participant discussion samples
Purpose and Design of the State Model rubrics	Cumulative in content, each level represents and increase in the quality, intensity, consistency, breadth, depth and complexity of practice. Practices required to meet each standard.	PowerPoint to discuss and show rubric structure and components, discussion of vocabulary and observable v. non-observable practices	CDE Rubric, International Association of K-12 online Learning Standards INACOL
	Understanding of the elements and scoring the rubric.	Gallery walk, participants list possible evidence and artifacts for each of the professional practices, PowerPoint and Sample Scored Rubrics	Copies of Colorado Model Rubric, Sample Scored Rubrics, gallery walk posters with standards and elements posted, Deepening Understanding as a resource
	Purpose of evaluation to improve educator		

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	effectiveness and ultimately student achievement		Sticky Notes, and Schoology Discussion
Measures of Student Learning	Using multiple measures to determine student learning over time, differences for teachers, principals and SSPs, individual v. collective attributes, state-wide summative results, growth model	Review PowerPoint and discuss. Participants brainstorm how they are currently measuring student learning. Share out. Discuss MSL in online and blended environments. Traditional and Non-traditional Measures of Student Learning.	Examples of On-line and Blended Assessment Practices (DIBELS, State Assessment) and unique growth (Engagement, etc.) Sample Pie Charts. Adjusting SLOs for multiple grade level / content area teachers.
	Student Learning Objectives a holistic approach	Review PowerPoint and discuss	PowerPoint
	Process of writing student learning objectives	Review data as a group, practice writing and scoring, independent practice in pairs Discuss examples of SLOs in online and blended learning environments.	Sample data handout, SLO calculation tool sample, online and blended learning SLO examples
	Setting learning targets and scales	Practice	Sample data handout
Inter-rater Agreement Practices	Consistency among multiple measures, requirements in law, portability	View video example as a group. Videos will be aligned to the Teacher Quality Standards by the training team. Participants will score videos on individual standards together, then come to consensus on evidence of elements.	Video examples of Online and Blended Teaching (synchronous (live face to face or virtual), asynchronous instruction (curriculum, recorded sessions, discussion boards, Schoology) one on one and small group instruction
	Evaluating teachers in multiple modes of instruction	PowerPoint and Discussion on impacts of evaluation in online and blended learning environments. Discuss strategies for inter-rater agreement with leadership teams.	PowerPoint
Observation Techniques	How to observe teachers who teach multiple grade levels	Participants discuss which standards can be observed and which cannot.	Read article on best practice on evaluating teachers in an online / blended environment. (Generate, Sort and Synthesize Activity)
	Process for gathering evidence for each teacher throughout the year, developing a timeline to ensure that all modalities of online instruction are observed	Discuss various tools, walkthrough forms, systems (Randa, BloomBoard, iObservation, etc.) and scheduling techniques	Observation and evidence collection tools (checklists, google doc, etc)
	Defining high impact strategies (example-student learning objectives well defined, collaborative grouping, etc.)	Discussion and consensus	Schoology Discussion Activity
Coaching and Feedback Skills	Flexibility of providing feedback and coaching for teachers.	Discuss strategies for providing feedback to teachers. How often, what modality is	Schoology Discussion Activity

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		used, share with group.	
	Urgency of feedback for teachers and priority for student achievement	Discuss the urgency to improve for schools who are below performance level. Many online schools are in priority improvement / turnaround and effective evaluation and feedback for teachers is essential	Leverage Leadership Six Steps to Effective Feedback Sample feedback session videos with online leaders and teachers
	Intentional focus on educator effectiveness and improving student learning	Read article and discuss significant shifts in the new evaluation model. How does the description of ongoing embedded evaluation impact online learning?	Article, Let's Cancel the Dog and Pony Show
	Global goals v. individual teacher goals for feedback and coaching	Identifying individual teacher needs (pre-planning, face to face sessions, data analysis, etc.)	Video examples of feedback sessions / scenarios and practice
Evaluation Data Collection and Documentation	The impact of weighted measures	Discuss sample scenarios for weighted measures. Discuss how schools and districts are weighting measures differently	Sample pie charts, discussion, powerpoint, Schoology Discussion Activity
	Putting it all together, combining the professional practices with student growth / outcomes, end of year conference, final effectiveness ratings, goal setting	PowerPoint, discussion, practice scoring, observation schedules	PowerPoint, sample scored rubrics, blank rubrics

Supporting documentation on your training does not need to be submitted to CDE but the provider should keep evidence of materials (ie. presentation documents, reading materials, resources) that show how you are engaging your participants in learning. This documentation may be requested by CDE for verification purposes or during a site visit.