COLORADO
Department of Education

Training Provider Name: San Juan Board of Cooperative Services

Topic	Key Messages for Your Audience	Training Strategies	Resources to Meet Your Goals
State Statutory Requirements and District Policies/Procedures	Provide an overview of 191, its development and its continuous evolution.	Direct instruction and group discussion for understanding.	The Colorado State Model Evaluation Users Guide.
	Provide a yearly update that includes changes and developments within the 191 legislation.	Direct instruction and group discussion for understanding.	The Colorado State Model Evaluation Users Guide. Include yearly updates provided by CDE.
	Support communication of learning's from the state that could improve our processes.	Direct instruction and group discussion for understanding.	The Colorado State Model Evaluation Users Guide. CDE guidance documents and other resources to share best practices (CEI evaluation toolkits)
State Model Nine-Step Evaluation Process	Understanding of the cycle of evaluation.	Participants utilize the Colorado State Model Evaluation Users Guide to identify the nine steps, reference district specific guidance documents and develop a calendar that identifies the timing for each of the nine steps.	The Colorado State Model Evaluation Users Guide.
	Emphasis on the a continuous improvement model and away from point in time evaluations.	Demonstrate the complete cycle of evaluation and emphasize how the end of the first year connects with the start of the second year.	The Colorado State Model Evaluation Users Guide.
Purpose and Design of the State Model rubrics	Understanding the principal, teacher and SSP evaluation rubrics and their target audience.	Teach participants the components that all Colorado State Model Evaluation Rubrics share then allow individuals to deepen understanding of the rubrics that are specific to their discipline.	The Colorado State Model Evaluation Users Guide.
	Ensure an understanding the elements of the rubric and making sense of the	Provide instruction for groups on each of the standards within the rubric then	The Colorado State Model Evaluation Users Guide.

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	scoring.	have each group share with the larger group. Have individuals provide examples related to the elements of the rubric.	
Measures of Student Learning	Provide a high level overview of the measures of student's outcomes and student learning outcomes. Also for SSP's provide a high level overview of Student Learning Outcomes.	Work with individual participants to deepen their understanding of the measures that are appropriate to their specific rubric.	The Colorado State Model Evaluation Users Guide.
	What are appropriate measures and gaining an understanding of the district specific targets and measures?	Work with individuals to identify their districts current MSO or SLO process and percentages.	District specific evaluation documentation.
Inter-rater Agreement Practices	Elevate Colorado training tool	Provide an overview of the Elevate platform; assist participants with login/registration. Monitor progress on successful IRA work.	Utilize BOCES trained Elevate trainer to lead. (currently Natalie Bertrand)
	Support at least one evaluation round (based on a 50-min. class period) to create dialogue and strengthen inter-rater agreement.	Facilitated observation of instruction by a group of program participants.	State Model Evaluator Program Trainers (cognitive coaching support team)
Observation Techniques	Understand the elements of an effective evaluation including a common language for talking about what constitutes high quality teaching.	Collaborative work (Chalk Talk activity) to establish a common language.	
	Setting appropriate and realistic outcomes for an observation.	Direct instruction.	
	Gain an understanding of the observation practices that are specific to their district.	Research district specific observation practices.	District observation tools (walk-throughs, online resources, etc)
Coaching and Feedback Skills	All evaluations must include a strong research based feedback cycle that emphasizes growth and learning.	Our training is designed to train evaluators as cognitive coaches. Participants will learn the rationale for cognitive coaching and facilitative feedback, and its effectiveness for	Supports and instruction provided by regionally trained cognitive coaching supports. Supports provide training and cognitive coaching structure to participants.

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		teachers' professional growth, and engage in effective dialogue to improve their professional practices.	
	Evaluators must have strong understanding of providing constructive, facilitative feedback.	Provide instruction, practice, and feedback to evaluators on coaching conversations.	Supports and instruction provided by regionally trained cognitive coaching supports. Provide a handout to help in cognitive coaching conversations: "Mediational Mat" - includes sentence starters.
	Providing a supportive evaluation and feedback process that emphasizes growth and learning.	Instruct on the "Five Forms of Feedback." Participants write down feedback they have provided or received and then discuss where it fits into the Five Forms of Feedback. Discuss the pros and cons of each, as well as which ones work best together.	Five Forms of Feedback handout
Evaluation Data Collection and Documentation	Participants will provide evaluation and feedback for each of the individual modules.	Using google forms participants will be surveyed after completion of individual modules.	Google forms
	Where relevant modules will have assessments tied to the evaluation process.		Participants will demonstrate proficiency in communication and understanding of their district evaluation process.
	Review yearly state data regarding evaluation.	Examine trends in state-wide data and compare to local context.	CDE evaluation data reports; use local data resources to develop trend data for our region.