COLORADO
Department of Education

Training Provider Name: <u>**Yvonne Davis, Consulting and Professional Services**</u>

Instructions:

1. Please complete this *ENTIRE* framework with brief descriptions or examples for each of the following topics.
2. For example:

Topic	Key Messages for Your Audience	Training Strategies	Resources to Meet Your Goals
Purpose and Design of the State Model rubrics	Continuous improvement, meaningful feedback, basis for making personnel decisions	Group discussion of values on observation and evaluation	Principals of Implementation
	Standards-based, cumulative, overtime, teacher inputs and student outcomes	Score the rubric, gallery walk, comparison to other rubrics	State Model User's Guide, simulations, score sheets, Excel rubrics to model, examples of other rubrics

3. Please add boxes and details for any additional topics you would like to highlight about your training.

Topic	Key Messages for Your Audience	Training Strategies	Resources to Meet Your Goals

State Statutory Requirements and District Policies/Procedures	Participants will have a clear understanding of the framework to evaluate Teachers, Specialized Service Professionals and Principals.	Training strategies:
		    Large Group
		    Small Group
		    One-One Sessions
		    Online Training
		
		Participants will be encouraged to ask questions for clarification.
		
		Training will be provided in three parts: beginning, middle and end of the year needs, expectations and requirements.
		
		Training will include use of the Colorado Performance Management System created by RANDA Solutions.
			District/BOCES Guidelines for evaluating staff.
			
			PowerPoint, training documents and webcasts will be provided.
			
			CDE-Educator Effectiveness Website
			
			Colorado Education Initiative Resources
			
			CDE Resource Guide
			
			Demo Site forColorado Performance Management System created by RANDA Solutions

Topic	Key Messages for Your Audience	Training Strategies	Resources to Meet Your Goals
		Participants will be provided time and opportunity to collaborate with colleagues and reflect upon their own understanding.	

	Participants will have a clear understanding and model requirements mandated by state statute and specifics for individual school districts/BOCES.	Training strategies:
		    Large Group
		    Small Group
		    One-One Sessions
		    Online Training
		
		Participants will be encouraged to ask questions for clarification.
		
		Training will be provided in three parts: beginning, middle and end of the year needs, expectations and requirements.
		
		Training will include use of the Colorado Performance Management System created by RANDA Solutions.
		
		Participants will be provided time and opportunity to collaborate with colleagues and reflect upon their own understanding.
			District/BOCES Guidelines for evaluating staff.
			
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State Model Nine-Step Evaluation Process	Participants will have a clear understanding of the nine-step process, guidelines and expectations around the evaluation process for all educator groups (Teachers, Specialized Service Professionals, Principals).	Training strategies:
		    Large Group
		    Small Group
		    One-One Sessions
		    Online Training
		
		Participants will be encouraged to ask questions for clarification.
		
		Training will include use of the District/BOCES Guidelines for evaluating staff.
		
		Participants will be provided time and opportunity to collaborate with
			District/BOCES Guidelines for evaluating staff.
			
			PowerPoint, training documents and webcasts will be provided.
			
			CDE-Educator Effectiveness Website
			
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Topic	Key Messages for Your Audience	Training Strategies	Resources to Meet Your Goals
		colleagues and reflect upon their own understanding.	

Purpose and Design of the State Model rubrics	**Participants will have a clear understanding of the quality standards, elements and professional practices provide for a continuum of improvement for all educators.**	**Participants will be provided time and opportunity to collaborate with colleagues and reflect upon their own understanding.**
		
		Training strategies:
		    Large Group
		    Small Group
		    One-One Sessions
		    Online Training
		
		Participants will be encouraged to ask questions for clarification.
		
		Training will include use of the Colorado Performance Management System created by RANDA Solutions.
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Measures of Student Learning/Outcomes	**Participants will have a clear understanding of the requirements outlined in State Board Rule for Teachers, SSP's and Principals for Measures of Student Learning Outcomes (MSL/MSO).**	**Training strategies:**
		    Large Group
		    Small Group
		    One-One Sessions
		    Online Training
		
		Brainstorm ideas and/or suggestions for MSL/MSO which meet the needs of individual school districts.
		
		Participants will be encouraged to ask questions for clarification.
		
		Training will include use of the Colorado Performance Management System created by RANDA Solutions.
			PowerPoint, training documents and webcasts will be provided.
			
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			Participants will develop a set of solid SLO/SOO examples.

Topic	Key Messages for Your Audience	Training Strategies	Resources to Meet Your Goals
Inter-rater Agreement Practices	**Participants will establish and/or enhance a common understanding of what an 'effective' Teacher, SSP and Principal should be demonstrating.**	**Training strategies:** **Large Group** **Small Group** **One-One Sessions** **Online Training** **Participants will be encouraged to ask questions for clarification.** **Participants will be provided time and opportunity to collaborate with colleagues and reflect upon their own understanding.**	**District/BOCES Guidelines for evaluating staff.** **PowerPoint, training documents and webcasts will be provided.** **CDE-Educator Effectiveness Website** **Colorado Education Initiative Resources** **CDE Resource Guide**
	Participants will determine and produce solid examples of 'effective' practices.	**Training strategies:** **Large Group** **Small Group** **One-One Sessions** **Online Training** **Participants will be encouraged to ask questions for clarification.** **Participants will be provided time and opportunity to collaborate with colleagues and reflect upon their own understanding.**	**PowerPoint, training documents and webcasts will be provided.** **CDE-Educator Effectiveness Website** **Colorado Education Initiative Resources** **CDE Resource Guide** **Elevate Colorado**
Observation Techniques	**Participants will develop a common understanding of observation expectations for their districts.**	**Training strategies:** **Large Group** **Small Group** **One-One Sessions** **Online Training** **Establish and/or enhance effective observation 'look fors'.** **Participants will be provided time and opportunity to collaborate with colleagues and reflect upon their own understanding.**	**District/BOCES Guidelines for evaluating staff.** **PowerPoint, training documents and webcasts will be provided.** **Demo Site for: Colorado Performance Management System created by RANDA Solutions** **Elevate Colorado**

Topic	Key Messages for Your Audience	Training Strategies	Resources to Meet Your Goals
		Participants will be encouraged to ask questions for clarification.	

	Participants will determine and/or refine guidance on collecting/documenting evidence during observations.	Training strategies:
		    Large Group
		    Small Group
		    One-One Sessions
		    Online Training
		
		Group discussion of values on observations and evaluations.
		
		Participants will be provided time and opportunity to collaborate with colleagues and reflect upon their own understanding.
		
		Participants will be encouraged to ask questions for clarification.
		
		Training will include use of the Colorado Performance Management System created by RANDA Solutions.
			District/BOCES Guidelines for evaluating staff.
			
			PowerPoint, training documents and webcasts will be provided.
			
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Coaching and Feedback Skills	Participants will determine and/or refine strategies for coaching and providing feedback to educators.	Training strategies:
		    Large Group
		    Small Group
		    One-One Sessions
		    Online Training
		
		Group discussion of values of coaching and providing feedback to educators.
		
		Participants will be provided time and opportunity to collaborate with colleagues and reflect upon their own understanding of providing feedback and coaching.
		
		Participants will be encouraged to ask questions for clarification.
			PowerPoint, training documents and webcasts will be provided.
			
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Topic	Key Messages for Your Audience	Training Strategies	Resources to Meet Your Goals

Evaluation Data Collection and Documentation	Participants will create a 'tool box' of possible data and evidence to be collected for documenting on evaluations.	Training strategies:
		    Large Group
		    Small Group
		    One-One Sessions
		    Online Training
		
		Group discussion of values on observations and evaluations.
		
		Training will include use of the Colorado Performance Management System created by RANDA Solutions.
		
		Participants will be provided time and opportunity to collaborate with colleagues and reflect upon their own understanding.
		
		Participants will be encouraged to ask questions for clarification.
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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.