Colorado Educator Effectiveness Summit: 191 into Action

Monday, March 5, 2012

Team Discussion and Activities Recording Template

Team Discussion #1: The Statewide Approach to Educator Effectiveness and SB 191 Rules, Policies, and Timelines (Page 1)

Team Discussion #2: 8 Components of an Evaluation System and The State Model (Page 2)

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Work Session: Transitioning to a New Evaluation System

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- **What's Next? Develop an Action Plan (Page 18)**

Team Discussion #1: The Statewide Approach to Educator Effectiveness and SB 191 Rules, Policies, and Timelines

Presenter: Katy Anthes

Question 1: How does this information influence our thinking about how to implement SB 191 requirements in the district?	
Question 2: What might be our biggest challenge relating to implementation?	
Notes	

Team Discussion #2: 8 Components of an Evaluation System and The State Model

Presenters: Toby King and Mike Gradoz

Question 1: How does this presentation influence your thinking about the components needed in an evaluation system?	
Question 2: What questions do you have about the state model system that is being developed?	
Notes	

Team Discussion #3: Panel Presentation: Lessons Learned from the Partner and Pilot Districts

Moderator: Tricia Miller

Question 1: What new challenges or opportunities did this highlight for your district?	
Question 2: How does this impact your plans to implement the new evaluation system requirements in your district?	
Question 3: What did you learn from their experiences?	
Notes	

Work Session: Transitioning to a New Evaluation System **Moderator: Tricia Miller**
Answer Top 10 District Readiness Questions

Question	Current Approach	Gaps	Future Steps
Readiness Question #1 Does your evaluation system evaluate ALL educators in your building EACH year? For example: A) Principal B) Assistant Principals C) Teachers D) Librarians E) Pull-out Teachers F) School Counselors G) Other licensed personnel TQ Center Workbook Components 1 & 4			

Work Session: Transitioning to a New Evaluation System **Moderator: Tricia Miller**
Answer Top 10 District Readiness Questions

Question	Current Approach	Gaps	Future Steps
Readiness Question #2 What professional practice or quality standards are you using to evaluate educators? Do they meet or exceed the new quality standards for principals and teachers in the SB 191 Rules? TQ Center Workbook Component 4			

Question	Current Approach	Gaps	Future Steps
Readiness Question #3 What instruments are you using to measure educators on the quality standards that you are using (that must meet or exceed the state's)? How have those instruments been validated? TQ Center Workbook Component 4			

Question	Current Approach	Gaps	Future Steps
Readiness Question #4 Does your evaluation process use multiple student growth measures as a part of the evidence to evaluate educators (teachers and principals in this case)? What percentage of student growth is a part of that evidence? It needs to be 50% of the evaluation by 2013-2014. TQ Center Workbook Component 3			

Work Session: Transitioning to a New Evaluation System **Moderator: Tricia Miller**
Answer Top 10 District Readiness Questions

Question	Current Approach	Gaps	Future Steps
Readiness Question #5 What types of student growth measures do you have for ALL your staff? (including CSAP/TCAP and non CSAP/TACP areas) TQ Center Workbook Component 3			

Work Session: Transitioning to a New Evaluation System **Moderator: Tricia Miller**
Answer Top 10 District Readiness Questions

Question	Current Approach	Gaps	Future Steps
Readiness Question #6 How do you aggregate 50% of the evidence on professional practice (rubrics, observations, etc.) with the 50% student growth? Is that validated? TQ Center Workbook Components 3 & 4			

Question	Current Approach	Gaps	Future Steps
Readiness Question #7 What processes are in place for selecting evaluators, having enough evaluators, conducting observations, and training evaluators (through a state-approved workshop if they are not licensed principals)? A) For Principals B) For Teachers C) Other licensed personnel TQ Center Workbook Component 5			

Work Session: Transitioning to a New Evaluation System **Moderator: Tricia Miller**
Answer Top 10 District Readiness Questions

Question	Current Approach	Gaps	Future Steps
Readiness Question #8 What data collection procedures do you have in place to be able to collect data for all licensed personnel in four rating categories and report back to CDE? TQ Center Workbook Component 6			

Work Session: Transitioning to a New Evaluation System **Moderator: Tricia Miller**
Answer Top 10 District Readiness Questions

Question	Current Approach	Gaps	Future Steps
Readiness Question #9 How do you provide support and professional develop-ment to educators once you have identified areas of improvement? TQ Center Workbook Component 7			

Work Session: Transitioning to a New Evaluation System **Moderator: Tricia Miller**
Answer Top 10 District Readiness Questions

Question	Current Approach	Gaps	Future Steps
Readiness Question #10 Who was involved in developing, creating and implementing your evaluation system? (1338 council, DAC, teachers, principals and other licensed personnel) Do they have trust in the current system? TQ Center Workbook Component 2			

Work Session: Transitioning to a New Evaluation System **Moderator: Tricia Miller**

Select 2 –3 Top Priority Components

Question 1: What is our district's vision for a quality evaluation system?	
Question 2: Does our vision align with the 8 components?	
Question 3: Which of these components have we already addressed? Which need attention?	
Question 4: Which are our greatest strengths? Which are our greatest challenges?	

Work Session: Transitioning to a New Evaluation System **Moderator: Tricia Miller**

Answer the TQ Readiness Assessment Questions for Priority Components **Component #: _____**

Questions Refer to CDE Toolkit	**Answers**

Work Session: Transitioning to a New Evaluation System **Moderator: Tricia Miller**

Answer the TQ Readiness Assessment Questions for Priority Components **Component #: _____**

Questions Refer to CDE Toolkit	**Answers**

Work Session: Transitioning to a New Evaluation System **Moderator: Tricia Miller**

Answer the TQ Readiness Assessment Questions for Priority Components **Component #: _____**

Questions Refer to CDE Toolkit	**Answers**

Work Session: Transitioning to a New Evaluation System **Moderator: Tricia Miller**

What's Next? Develop an Action Plan for Continuing this Work in Your District

	Action Steps	Target Deadlines	Resources Needed	Personnel Responsible/Required
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