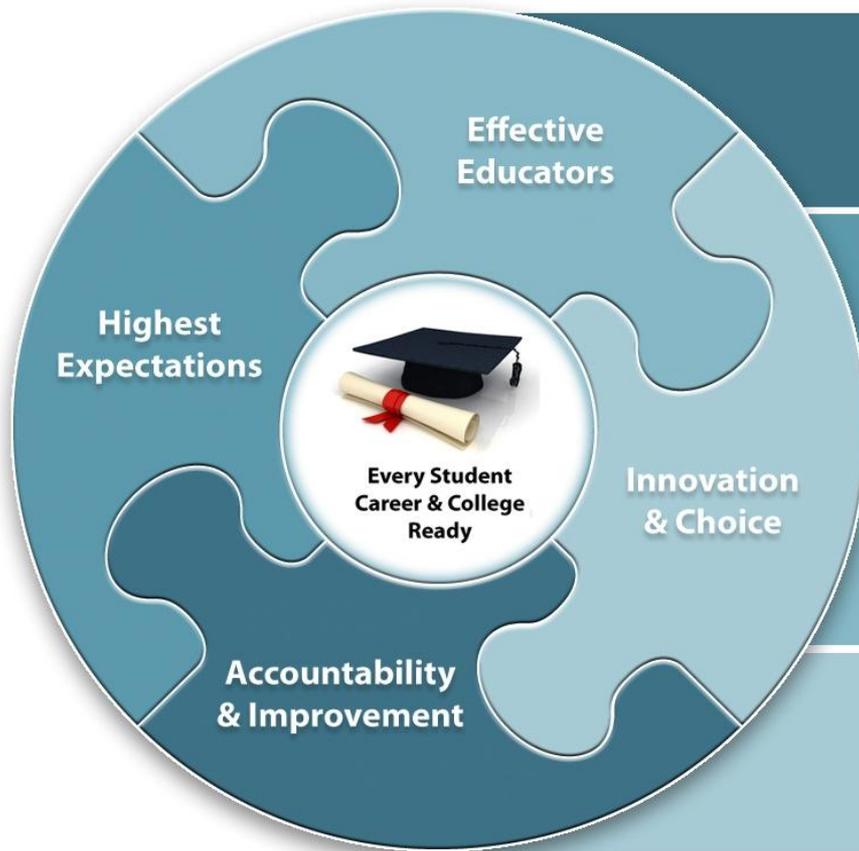


NCSL

Multiple Reforms and Integration, a State Perspective

The Colorado Department of Education
Educator Effectiveness
Summer 2012

Policy & Practice Integration: How it all fits together:



Accountability & Improvement

- Measuring how well schools and districts are meeting student needs,
- Using data to continuously improve performance.

Highest Expectations

- Highest standards for what students should know and be able to do.

Effective Educators

- Effective educators for students and effective leaders for schools.

Innovation & Choice

- Innovative approaches to teaching and learning.
- Choice of schools to best meet student needs.

Evaluation is not an add on– it is a critical component of healthy organizations

Today we are focusing here

CAP4K

Educator Effectiveness

System of accountability & support

	Driving Questions: The same questions we ask in PLC's	What do we want students, educators, schools, and districts to know and be able to do?	How will we know if expectations are met?	How will we respond when help is needed?
<u>Students</u>		CO Academic standards	Assessments	<ul style="list-style-type: none"> • RTI • PBSI • Targeted interventions • IEPs • LDC & MDC
<u>Educators</u>		Professional practice standards	Performance evaluations	<ul style="list-style-type: none"> • Induction & Mentoring • Targeted goal creation • Professional development plans • Remediation plans
<u>Schools/Districts</u>		Performance indicators	School and district performance frameworks	<ul style="list-style-type: none"> • Unified planning • Priority • Turnaround

SB 191



SB 212



SB 163



Know...

Professional practice standards

Student Standards

Performance Indicators

How...

Performance Evaluations

Formative and Summative Assessment

School and District Performance Frameworks

Do...

**Induction & Mentoring
Instructional Leadership & Feedback
Professional development plans**

**Standards Based Curriculum
Multi-tiered Systems of Supports (RTI, PBIS)
Individual Student Plans**

Unified Improvement Planning (UIP)

Stages of Implementation (Goodman—Adapted from Fixsen)

Focus	Stage	Description
Should we do it!	Exploration/Adoption	Decision regarding commitment to adopting the program/practices and supporting successful implementation.
Work to do it right!	Installation	Set up infrastructure so that successful implementation can take place and be supported. Establish team and data systems, conduct audit, develop plan.
	Initial Implementation	Try out the practices, work out details, learn and improve before expanding to other contexts.
Work to do it better!	Elaboration	Expand the program/practices to other locations, individuals, times- adjust from learning in initial implementation.
	Continuous Improvement/Regeneration	Make it easier, more efficient. Embed within current practices.

The Complexity of Teaching

“After 30 years of doing such work, I have concluded that classroom teaching... is perhaps the most complex, most challenging, and most demanding, subtle, nuanced, and frightening activity that our species has ever invented. ...The only time a physician could possibly encounter a situation of comparable complexity would be in the emergency room of a hospital during or after a natural disaster.”

Lee Shulman, The Wisdom of Practice

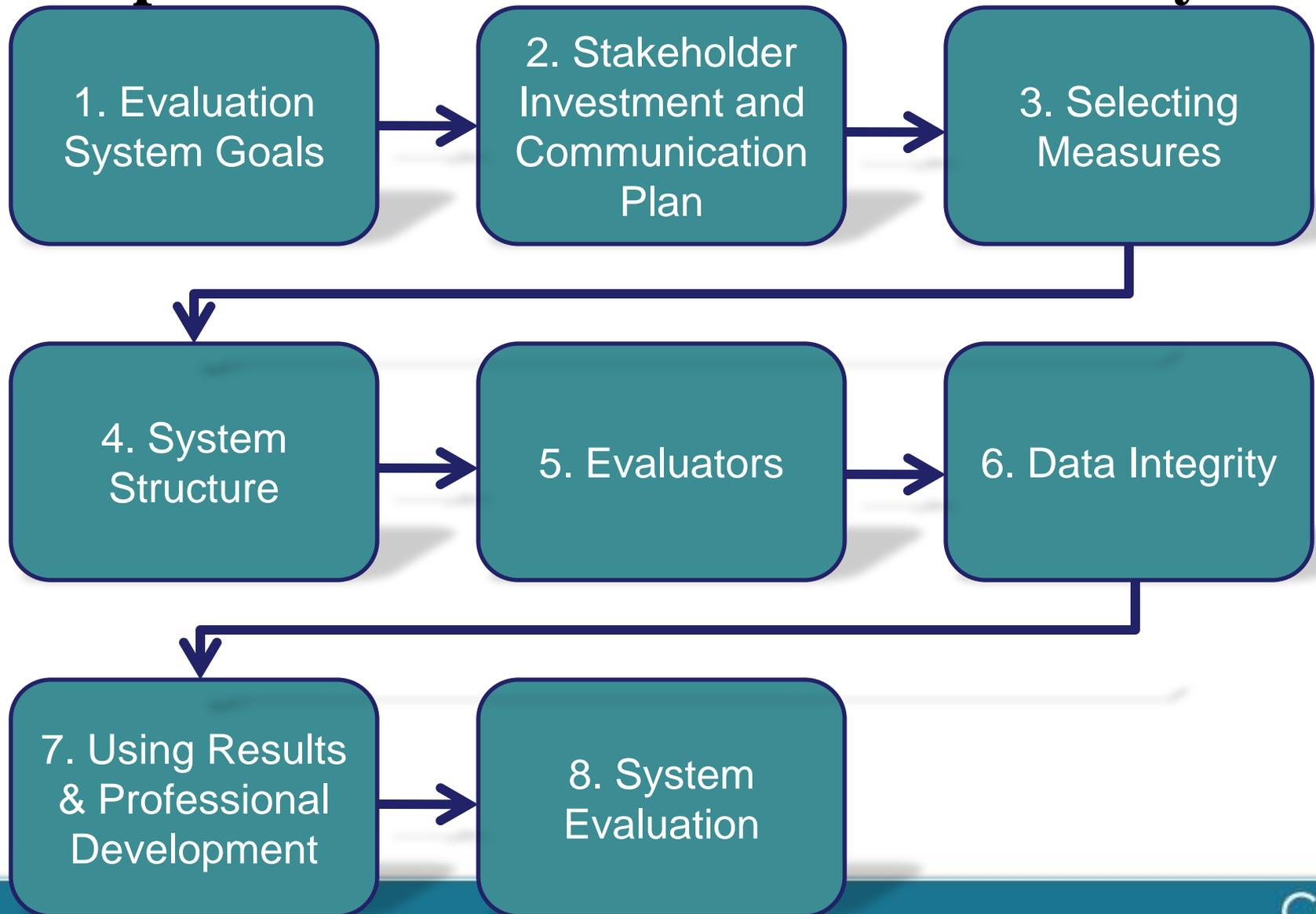
Definition of Teacher Effectiveness



Effective Teachers in the state of Colorado have the knowledge, skills, and commitments needed to provide excellent and equitable learning opportunities and growth for all students. They strive to support growth and development, close achievement gaps and to prepare diverse student populations for postsecondary and workforce success. Effective Teachers facilitate mastery of content and skill development, and employ and

adjust evidence-based strategies and approaches for students who are not achieving mastery and students who need acceleration. They also develop in students the skills, interests and abilities necessary to be lifelong learners, as well as for democratic and civic participation. Effective Teachers communicate high expectations to students and their families and utilize diverse strategies to engage them in a mutually supportive teaching and learning environment. Because effective Teachers understand that the work of ensuring meaningful learning opportunities for all students cannot happen in isolation, they engage in collaboration, continuous reflection, on-going learning and leadership within the profession.

Components of an Effective Evaluation System



Questions

