

Building Capacity: Approaches to Training and Support



Center on
GREAT TEACHERS & LEADERS

at American Institutes for Research ■

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Agenda

Item	Timing
Opening and Overview	10 minutes
Discussion	20 minutes
Share-out and Next Steps	10 minutes

Discussion Objectives

- Participants will learn about training and support strategies that states are using to build capacity while implementing robust evaluation systems.
- Participants will assess their own state's training and support strategies.
- Participants will consider what additional training and support strategies might help build capacity within their own state.

Implementation Training and Support

- **Challenges**

- Communication: Developing a thorough understanding and fostering buy-in among stakeholders
- Transition: Moving from the old evaluation system to the state model or aligning locally developed instruments
- Implementation: Evaluator training and implementation support

Training and Support Strategies

- State guidance documents
- Developing tools and resources
 - Toolkits, webinars/videos, FAQ documents, planning and implementation guides
- Training modules
- Regional trainings

Strategies in Action

Illinois:

- Guidance documents on 11 different aspects of teacher and principal evaluation, including:
 - Using school climate data in principal evaluation
 - Collecting evidence of teacher practice in addition to classroom observations
 - Student learning objectives
 - Measuring student growth in teacher and principal evaluations
 - Creating summative ratings
- Webinars, presentations, and information and resource docs
- Principal and teacher evaluator training modules

Strategies in Action

Colorado:

- CDE Communication Toolkit
- CDE Educator Evaluation System Transition Toolkit
- Implementation Resources
 - Sample District Educator Evaluation Work Plan, Colorado Legacy Foundation's S.B. 10-191 Toolkit, and S.B. 10-191 Implementation Strategies Brief

Strategies in Action

Massachusetts:

- Planning and implementation guides
- Designed modules to prepare school leadership teams and evaluators
 - To be delivered by approved vendors, regional facilitators, or district trainers
 - Designed for school leadership, including *all* evaluators
 - District may decide to include others without evaluator responsibilities (e.g., other administrators, teacher leaders, etc.)

Strategies in Action

Ohio:

- Tools and resources
 - Online modules, FAQ documents, OTES Resource Guide, webinars, and online videos
- Offer three-day state-sponsored regional trainings
 - Evaluators need to complete the training and an online assessment to be a credentialed as OTES evaluators.

Discussion Questions

- What types of training and/or support is your state currently offering to its districts?
- What are the biggest challenges your state has experienced or anticipates in providing training to administrators and teachers?
- What strategies or tools have been most effective in addressing the training needs of educators?
- What does your state need to make planning and providing trainings more effective?



Additional Resources

- McClellan, C., Atkinson, M., & Danielson, C. (2012). *Teacher evaluator training & certification: Lessons learned from the Measures of Effective Teaching project*. San Francisco, CA: Teachscape. Retrieved from <http://www.teachscape.com/resources/teacher-effectiveness-research/2012/02/teacher-evaluator-training-and-certification.html>
- Cushing, E. (2013). *Lacking capacity? How to work smart in teacher evaluation*. Naperville, IL: AIR. Retrieved from http://www.tqsource.org/pdfs/GTL_AskTeam_LackingCapacity.pdf.

