

Educator Effectiveness Required Evaluator Training: Standards and Elements

The following are the standards and elements for the required evaluator training per state statute (SB22-070.) These standards and elements are included in State Board rule (1 CCR 301-87, Section 5.3 (H)) and are the foundation for the training offered by CDE (E-Train), as well as what districts, BOCES, and others are accountable for in a locally created training.

Evaluator Training Standard I:

Evaluators will be able to identify the connection points within the evaluation cycle.

- Element A: Evaluators understand the timing and purpose of the connection points within the evaluation cycle.
- Element B: Evaluators understand the observation and feedback cycle within the evaluation process.
- Element C: Evaluators can connect the evaluation cycle to their local evaluation system and influence on students' educational experience.

Evaluator Training Standard II:

Evaluators will be able to apply observation and feedback best practices to their evaluation process.

- Element A: Evaluators understand best practices for observations and feedback.
- Element B: Evaluators are aware of the Quality Standards and Elements for the educators' role(s) they are evaluating.
- Element C: Evaluators understand the connection between observations, feedback, and educators' professional growth and development.

Evaluator Training Standard III:

Evaluators will be able to identify potential for bias in observations and data collection.

- Element A: Evaluators understand the types of observational bias.
- Element B: Evaluators understand how bias can influence observation, data collection, and the evaluation process.

Evaluator Training Standard IV:

Evaluators will obtain strategies for interpreting observation data and preparing for meaningful feedback and follow-up for educators.

- Element A: Evaluators understand strategies to differentiate observations.
- Element B: Evaluators understand the steps to create meaningful feedback based on observation data.
- Element C: Evaluators can identify strategies for supporting low-performing educators.

Evaluator Training Standard V:

Evaluators will be familiar with resources to support the evaluation process and educators' ongoing professional growth and development.

- Element A: Evaluators are aware of available options to share evaluation responsibilities and how to leverage those options in the evaluation process.
- Element B: Evaluators are aware of resources and supports for evaluators and the evaluation process.