



## Illinois Performance Evaluation *Growth Through Learning* Teacher and Principal Evaluation Training Program

### Performance Evaluation Advisory Committee Update

May 18, 2012

#### ***Growth Through Learning* System**

Website is located at [www.growththroughlearningillinois.org](http://www.growththroughlearningillinois.org)

#### **Advisory Committee meeting held May 16, 2012 at Illinois State University**

The statewide *Growth Through Learning* Advisory Committee made up of representation from districts, universities, professional organizations and other stakeholders all with interest and expertise in teacher and principal evaluation met on May 16, 2012. The meeting was co-facilitated by Darlene Ruscitti, DuPage ROE and Norm Durflinger, Center for the Study of Educational Policy, ISU. The meeting provided an opportunity for stakeholders to discuss the statewide project, review the *Growth Through Learning* introductory module and provide feedback.

The role of the Advisory Committee will be to:

- Provide stakeholder feedback on program implementation and impact
- Advise on short- and long-term goals and measures for program success
- Review program outcomes and measures to make program and/or policy recommendations

#### **Teacher and Principal Evaluation Training Modules**

Each online, self-paced training module is designed to be taken individually. Each module includes narration and is interactive with practice exercises focusing on the minimum requirements outlined in the module. All modules for both the Teacher and Principal Evaluator Training support the framework of Module 1 – Understand the foundation for evaluation through PERA, SB7 and school code, Module 2 – Validate through observations and evidence collection, Module 3 – Collaboration through professional conversations, Module 4 – Reflection and reaching summative rating, Module 5 – Student growth.

The Teacher Module 2 – Teachscape module will focus on observation and scoring practice for evaluator competency and inter-rater reliability. Each teacher evaluator will have access to the Teachscape training module 2 for one year after initial registration into the Growth Through Learning system.

Once registration occurs each individual will be provided their individual training course based on the area selected Teacher and/or Principal Module and for teacher evaluators the optional Module 5 Student Growth (if applicable). For each individual user, as they complete each module and pass each assessment the next module/assessment will open for use and completion. If a user does not pass an assessment, they will be provided an invitation to register for a remediation session once complete their next module/assessment will open until all modules/assessments have been completed and passed.

Each module will have downloadable reference guides/guidebooks and available resource materials. All modules will reference the minimum requirements based on the administrative rules by using an icon of an exclamation point on the page and all best practices will be identified with an icon of a star. The assessment for each module will be based on the minimum requirements set forth by the administrative rules. Evaluators also must agree to an Online Assessment Security Agreement before being allowed to take an assessment. Violations could result in loss of evaluator qualification status and/or certification in Illinois.

Modules for both Teacher and Principal Evaluators will be released statewide as they are finalized. A phased in module release process will be used beginning in the next few weeks. For those of you who may have already blocked your calendars for completion for a one week completion, this may be a little frustrating. Please keep in mind; we are committed to delivering a valid and reliable training system.

### *Teacher Evaluation Training*

- 5 online, self-paced modules (Module 1, Module 2 - Teachscape, Module 3, Module 4) and a separate Student Growth Module 5, where applicable based on require implementation date.
- Approximately 32 hours of training/assessment which includes modules in Adobe Connect as well and Teachscape around collecting and evaluating evidence of professional practice through observation.

### *Principal Evaluation Training*

- 5 online, self-paced modules which address both professional practice and student growth requirements.
- Approximately 15 hours of training and assessment in Adobe Connect, our E-learning platform.

### **Module Validation and Setting Cut Scores**

Growth Through Learning Program has been conducting small subject matter expert (SME) Pilots. This process continues and will allow for the review of all assessment items for each module while determining the difficulty of each assessment item. The data collected will provide the necessary empirical data to guide final scoring and cutoff decisions.

Validation process continues as a larger (50 participant) pilot is conducted for each module. The pilot participants represent the range of participants statewide. Data collected will be analyzed and used to support the validation and setting cut scores. The advisory committee will be review the statistical data collected for final validation and setting cut scores. The process is necessary and phase of the modules will occur as soon as validation and cut scores are set for each module. We all want to ensure the statewide training is valid and the high quality is maintained throughout each module. We appreciate your patience during this process.