

MICHIGAN DEPARTMENT OF EDUCATION

Division of Accountability Services

Principal/Assistant Principal Training for Conducting Education Evaluations Grant

Descriptions & Contact Information

Training programs utilizing the four observation tools recommended by the Michigan Council for Educator Effectiveness (MCEE) or have been approved are eligible for use of grant award funds. Training Grant Programs are listed in the order of the grant application training program selection box in MEGS+.

1. 5 Dimensions of Teaching and Learning (University of Washington, Center for Educational Leadership)

Training programs for this grant application listing are offered by:

- *Michigan Association of Secondary School Principals (MASSP)*
Chelsey Martinez
chelseym@michiganprincipals.org
517-327-5315

MASSP offers training programs available for the 5D+ Teacher Evaluation Rubric. Please also note that MASSP also offers additional training programs on the 5D+ Teacher Evaluation Rubric and teacher evaluations in other training grant application listings below.

- *The Center for Educational Leadership (CEL)*
https://www.k-12leadership.org/services-we-provide?field_division_tid=26
edlead@u.washington.edu
206-221-6881

CEL offers training programs available for the 5D+ Teacher Evaluation Rubric. Please note that MASSP also offers training programs on the 5D+ Teacher Evaluation Rubric and often, MASSP is the most appropriate provider for this training. Please contact them first for training regarding this program.

2. A Framework for Teaching: Supporting Professional Learning (Lenawee ISD)

Training programs for this grant application listing are offered by:

- Bill Brown
Assistant Superintendent for Special Education and General Services
Kelly.Coffin@lisd.us
517-265-1636

A Framework for Teaching: Supporting Professional Learning is a two-day, 13-hour professional development workshop which provides an overview of the Framework for Teaching evaluation tool developed by Charlotte Danielson. The Framework for Teaching Evaluation instrument focuses on four domains: planning and preparation, the classroom environment, instruction, and professional responsibilities. Within each of the four domains exists a number of relevant subcategories. Since the domains and subcategories are not

connected to a specific content area or grade level, the evaluation instrument can be manipulated by district administrators to focus on the teacher who is the subject of the evaluation.

Day two of the Framework for Teaching program focuses on developing and honing the skills and strategies that promote fair and reliable teacher evaluation and professional growth using the common language of the Framework. Participants learn to identify and collect evidence of classroom practice using video simulation. Participants also learn to collect and evaluate teacher tools that cannot be assessed through traditional observation such as planning documents.

3. Charlotte Danielson's Framework for Teaching (Charlotte Danielson Group)

Training programs for this grant application listing are offered by:

- ***Teachscope Focus Observation Training and Assessment System***

Contact: Elena Hunt

313-333-3564 or 877-98TEACH

elena.hunt@teachscope.com

Teachscope Focus provides classroom observers with training and calibration on the Danielson Framework for Teaching Evaluation Instrument so that they can accurately evaluate teaching practice and provide meaningful feedback.

Teachscope Focus was developed in partnership with Charlotte Danielson and test experts at Educational Testing Service (ETS), and is designed to meet the needs of both observers and teachers.

Focus empowers observers to grow as instructional leaders by deepening observation skills and knowledge. Initial training and assessment, ongoing calibration, scoring practice, and recertification establish inter-rater reliability and engage observers in a cycle of continuous growth. Educators can trust the feedback they receive from principals, administrators, university supervisors, and peer observers.

With more than 20 hours of online training in the Framework for Teaching and 120 master-scored videos, Teachscope Focus is a comprehensive, scalable solution to focus teachers and observers on a shared vision of teaching effectiveness.

-Covers all 4 domains of the FfTEI

-Videos show teaching in grades K-12 and multiple subject areas (English language arts, math, science and social studies) Videos include scoring rationales from experts, benchmark videos and rangefinder videos

-Training modules for minimizing bias and orienting teachers to the observation process and the Framework for Teaching High and low range finder videos in Teachscope Focus help observers understand where the cut-offs are for the middle performance levels (Levels 2 and 3, or Basic and Proficient).

- *The Charlotte Danielson Group*

www.danielsongroup.org

To design a training plan or develop a contract, email: contact@danielsongroup.org
To email a member of the Danielson Group administrative team: deni@danielsongroup.org
or booth@danielsongroup.org
609-848-8714

The Danielson Group offers face-to-face, customized professional development, training, and consultation around Danielson's Framework for Teaching (FFT).

The Danielson Group consultants are the only educational consultants selected and trained by Charlotte Danielson. All consultants have passed the Proficiency Test as well as assessments designed by Charlotte Danielson. Consultants participate in regional Danielson Group Professional Learning Communities and are required to attend twice-yearly multi-day trainings organized and implemented by Charlotte Danielson.

The range of comprehensive, hands-on services offered by the Danielson Group includes, but is not limited to:

- Full-day on-site workshops that will build teachers' and observers' knowledge of the FFT and will provide the foundation for using the Danielson Framework as a common language to describe, discuss and improve teaching practice. Foundational workshops include: Introduction to the Framework for Teaching, Observation Skills Training, and Learning-focused Conversations. Additional offerings include: A Deeper Understanding of the Framework for Teaching, Questioning and Discussion Techniques; Student Engagement, and Using Assessment in Instruction;
- Applying the FFT to teachers of students with disabilities;
- Peer-to-peer mentoring and coaching using the Framework for Teaching;
- Classroom visitations and paired observations. This professional development activity will enable the team to conduct professional conversations in a manner consistent with the alignment of evidence to components in the FFT, leading to growth-focused actions. All workshops and consultation services are customized to meet the unique needs of each school.

4. Clarkston Community Schools Educator Evaluation Program (Clarkston Community Schools)

Training programs for this Grant Application Listing are offered by:

- *Currently, there are no training programs offered for this grant application listing. Please select another Grant Application Listing.*

5. Educator Evaluation: Together We Make Eachother Better (Michigan Association of Secondary School Principals - MASSP)

Training Programs for this Grant Application listing are offered by:

- *Michigan Association of Secondary School Principals (MASSP)*
Chelsey Martinez
chelseym@michiganprincipals.org
517-327-5315

The Michigan Association of Secondary School Principals provides 2 days of face-to-face intensive K-12 educator evaluation training. Topics include: a review of the legislative changes, rationale for the overhaul of the system, current status of the MCEE, the creation of definitions of effective instruction and student engagement, establishing consistent/common classroom look fors, developing inter-rater reliability, conducting walkthrough and full length observations, developing student growth goals, holding midyear and final evaluation meetings. This interactive 2-day training will assist administrators in the development of processes around an effective evaluation system that will allow for future implementation of an evaluation framework once the Michigan Council for Educator Effectiveness makes its recommendations. Ideally, entire District administrative groups will attend to be able to process information collectively and to develop consistent practices to be employed upon return the District. Participants will leave the sessions with many helpful handouts and take always along with access to a specially developed Moodle site containing 10 classroom-teaching videos with an accompanying rubric to allow administrators to continue to develop and refine their observations skills and inter-rater reliability. Visit the MASSP website <http://mymassp.com> for dates and locations around the State or contact them to offer to host a session of for additional information.

6. Effective Evaluation for Educators (Jackson ISD)

Training programs for this Grant Application listing are offered by:

- *Jackson County Intermediate School District (JCISD)*
Susan Townsend
Susan.townsend@jcisd.org
517-990-3612

7. Evaluation Collaboration and Feedback Training to be Consistent and Support Teachers (Airport Community Schools)

Training programs for this Grant Application listing are offered by:

- *Airport Community Schools*
Leslie Varsogea
lvarsogea@airport.k12.mi.us
734-654-3003

8. Great Lakes Bay Instructional Leadership Series for Principals and Teacher-Leaders (Bay-Arenac ISD)

Currently, there are no training programs offered for this grant application listing. Please select another grant application listing.

9. Marzano Teacher Evaluation Mode (Marzano Research Laboratory)

Training programs for this grant application listing are offered by:

- *Learning Sciences Marzano Center*
Beth Carr
bcarr@learningsciences.com
717-818-3973

Learning Sciences Marzano Center promotes excellence in public education by providing and developing next-generation teacher and leadership evaluation tools and training. Built on a foundation of expert research into best practices under the direction of national researcher and author Dr. Robert Marzano and staffed by a team of education experts, the Marzano Center identifies, develops, and disseminates cutting-edge resources in educational best practices.

Marzano Teacher Evaluation Model School Leader Professional Development supports and professional development for school leaders prepares them for their role as instructional leaders, to provide meaningful feedback to teachers sufficient to move instruction. This is more important than ever with the new more rigorous standards. The future of teacher evaluation lies in more than collecting static pictures of how well teachers perform in any given moment. A robust teacher evaluation model helps teachers improve their instruction over time, leading students to ever-higher achievement. The Marzano Teacher Evaluation Model fulfills that mission: providing clear strategies and measurable goals to help teachers, year by year, grow into the best educators they are capable of being. The model incorporates research-based strategies that create links to raising student achievement when teachers use the strategies with fidelity.

Professional development is available to districts new to the Marzano teacher evaluation model, as well as districts currently implementing the model. Let us help you develop a plan for implementation of the Marzano teacher evaluation model.

Marzano Web Resource Links

http://www.marzanoevaluation.com/evaluation/products_services/

<http://www.marzanocenter.com/my-state/michigan-education-reform/>

10. Supporting Teacher Growth Through Evaluation (Kent ISD)

Training programs for this grant application listing are offered by:

- Sarah Earnest
sarahearnest@kentisd.org
616-364-1333 or 616-365-2211

The Kent Intermediate School District offers an impactful training experience designed to prepare school/district teams to conduct teacher evaluations using best practice, professional goal setting, data and coaching to increase teacher efficacy. The training articulates the belief that evaluations are the impetus to building collective capacity of teachers to improve student learning and achievement. The information presented focuses on the principals of educator evaluations, building understanding of evaluation frameworks and the components of professional dialogue in school districts.

11. Teacher Evaluation Systems (CUES) Model (Mid-Continent Research for Education and Learning)

Training programs for this grant application listing are offered by:

- Tony Davis
tdavis@mcrel.org

McREL's CUES system is currently being piloted and will be released by January, 2013. The CUES Framework is based on the Classroom Instruction that Works (CITW) 2nd Edition

Framework. CITW is composed of nine categories of instructional strategies, including: (1) Setting Objectives and Providing Feedback, (2) Reinforcing Effort and Providing Recognition, (3) Cooperative Learning, (4) Cues, Questions and Advance Organizers, (5) Non-linguistic representations, (6) Summarizing and Note Taking, (7) Assigning Homework and Providing Practice, (8) Identifying Similarities and Difference, and (9) Generating and Testing Hypothesis. The second edition of CITW builds on the meta-analysis of the first version and includes literature that has been updated since the first version was published in 2001. The CUES Framework (See Appendix B for the CUES Framework and Rubrics) is built on the following four components: Content, Understanding, Environment, Support.

<http://www.mcrel.org/products-and-services/services/service-listing/service-81>

12. Teacher Evaluation System(s) Standards-Based Model (Mid-Continent Research for Education and Learning)

Training programs for this grant application listing are offered by:

- Tony Davis
tdavis@mcrel.org

The McREL standards-based teacher evaluation system is currently being used to evaluate all North Carolina teachers and administrators with continuing support from McREL. In addition, McREL's teacher evaluation instrument is currently used by 4,500 teacher users and 26 clients in Indiana, Michigan, Minnesota, New Jersey, and Wyoming.

McREL's standards-based teacher evaluation system—including the five standards and accompanying rubrics and processes—was developed in collaboration with the North Carolina Professional Teaching Standards Commission, whose members include classroom teachers, school and district administrators, education faculty, and the president of the teachers' association. Feedback from focus groups across North Carolina also informed this development process. In addition to the Rubric, the McREL teacher evaluation instruments also includes support for implementation including: Training, Orientation, the Teacher Self-Assessment, Pre-Observation Conference, Observations, Post-Observation Conference, the Summary Evaluation Conference and Scoring the Teacher Summary Rating Form.

<http://www.mcrel.org/products-and-services/services/service-listing/service-04>

13. The Thoughtful Classroom (Silver Strong & Associates)

Training programs for this grant application listing are offered by:

- *Silver Strong & Associates*
Kristen Perini
kperini@thoughtfulclassroom.com
800-962-4432

About Silver Strong & Associates:

Silver Strong & Associates has partnered with hundreds of schools, districts, and state education organizations throughout the United States to provide high-quality professional development for teachers and school leaders. For over forty years we have been helping schools in urban, suburban, and rural communities improve instruction and raise achievement. More recently, we have applied our comprehensive and collaborative brand

of professional development to educator evaluation.

About our Grant-Eligible Training for School Leaders:

In order to successfully implement the Thoughtful Classroom Teacher Effectiveness Framework (TCTEF), Silver Strong & Associates offers in-depth training for administrators and school leaders. We have found that school leaders gain the most when the training is broken up into two phases.

Phase One is two days of training focused on learning the TCTEF and how to use it to conduct formal and informal observations. Using real classroom videos, participants will get multiple opportunities to collect evidence of effective practice, compare their observations with fellow observers, and sharpen their classroom-observation skills.

In Phase Two, school leaders focus on how to use the TCTEF to build a culture that promotes professional growth. These two days of training emphasize the instructional leadership skills that administrators need to help all teachers improve their practice, including

- How to use “The Four Ps of Effective Feedback” to make feedback meaningful for teachers and manageable for administrators.
- How to conduct powerful pre- and post-observation conferences.
- How to select and recommend classroom-ready tools that will help each teacher target individual growth areas.
- How to develop final evaluations based on multiple measures.

Along with training, school leaders will receive key support resources, including a comprehensive TCTEF Resource Guide; a copy of the award-winning professional development resource, Tools for Thoughtful Assessment; and an hour-long overview webinar that can be used to introduce the TCTEF to all staff members. For schools interested in automating and managing the process through technology, the TCTEF is available on the powerful STAGES platform, which was developed by Michigan’s leader in evaluation software, K-12 Evaluation Solutions.

Additional training and coaching services for both administrators and teachers are also available.

www.thoughtfulclassroom.com/tctef

14. Training for Observers/Evaluators (Imlay City Schools)

Training programs for this grant application listing are offered by:

- *Imlay City Schools*
Stu Cameron
scameron@imlay.k12.mi.us
810-724-9863

This training provides an understanding of the structure, architecture, and vocabulary of the Danielson Framework for Teaching, including the use of rubrics which ensure that evaluation standards are consistent across multiple grades and subjects. The training assists evaluators to develop in-depth understanding of the different levels of performance and how to use the rubrics to analyze professional practice. Observations skills sessions focus on

understanding the issue of bias, collecting low-inference evidence during and observation, the interpretation of evidence again the level of performance, and differentiated evaluator coaching conversations for teacher support.