



# Calibration Certification, Teach Forward Align--

Goal of Calibration Certification:

Evaluators want to deliver high quality, actionable feedback just as much as educators want to receive it. Calibrating expectations for educator practice and deepening collective knowledge of strategies that can help educators grow is integral to sustaining an evaluation process that will strengthen educator practice and ..... improve student learning. (Department of Elementary and Secondary Education, MA)



## Practicing

- ★ Certification Requirements: 10 Practice video calibration opportunities with 80% either exact or adjacent agreement.
- ★ Certifiable Assessments: 80% accuracy on 5 video calibration assessments with adjacent agreement.

### Illustrating Rater Agreement

Component	Component Score			Type of Agreement
	Rater A	Rater B	Master Scorer	
1	4	4	4	Exact Agreement
2	4	2	3	Adjacent Agreement
3	1	4	4	?
4	3	3	1	?

Center on GREAT TEACHERS & LEADERS

Participants will be guided through ten practice video calibration experiences with targets associated with “exact” or “adjacent” agreement with a master scorer. Following the practice opportunities, participants will be provided five video calibration opportunities striving to reach 80% accuracy either with adjacent agreement. The practice and certifiable assessments are facilitated by a trained facilitator to guide the process.

While participants will be introduced to the entire Model Observation Protocol, the focus on calibration certification is on actively collecting evidence translating to high-quality feedback

# Model Observation Protocol

The Model Observation Protocol is provided as a resource and suggested framework for the pre-observation, observation, and post-observation process. Sponsoring Organizations may choose to adopt or adapt the model protocol to meet their needs, or use their own protocol that best suits their organization.

The Model Observation Protocol guides Supervising Practitioners and Program Supervisors through each step of the observation and feedback cycle, including:

Before the Observation	During the Observation	After the Observation
<p><u>Preparing for the pre-conference</u> <u>Conducting the pre-conference</u></p>	<p><u>Actively collecting evidence</u></p>	<p><u>Analyzing the evidence</u> <u>Identifying areas for reinforcement/refinement</u> <u>Preparing for the post-conference</u> <u>Conducting the post-conference</u></p>

## Targeted Training Focus

### Components of a CAP Observation

- Active evidence collection occurs *during* the observation
  - **DO** document what is happening (e.g., educator and student actions/behaviors).
  - **DO NOT** make judgments about performance during the observation.
- Analysis and synthesis of evidence occurs *after* the observation.
  - Evidence is sorted and connected to elements of the rubric.
  - Focus elements are identified for each observation.
- Self-reflection by the educator occurs before educator receives feedback.
- Evaluators provide targeted feedback to the educator in the form of areas of reinforcement and areas of refinement.

## Calibration Training

Participants receive 3-hour training on “Establishing Consistent Expectations of Educator Practice.” Handouts and slides will be provided.

## Teach Forward Align Training

Participants are required to complete independently Teach Forward Align tutorials, which will be provided.

Participants are required to purchase an annual Teach Forward Align license for \$59.00

## Certification Requirements

Practice Video Calibration: 80% accuracy compiled resulting from 10 practice, video calibrations.

Certifiable Assessments: 80% accuracy compiled resulting from 5 calibration sessions.