

Support for the 2022 Revised VDOE Teacher & Principal Evaluation Systems



SCHOOL DIVISION TRAINING OPPORTUNITIES

VDOE partnered with Stronge and Associates to revise and develop the Guidelines for Uniform Performance Standards. The Stronge and Associates workshops, products, and services depicted are independent of the VDOE.

Teacher Performance Evaluation System Evaluator Orientation

This workshop provides participants with the tools to adapt and implement the VDOE Teacher Performance Evaluation System and features an application of research-based evaluation tools through hands-on activities and simulations, including resources to support the implementation of the new *Standard 6: Culturally Responsive Teaching and Equitable Practices*, as well as using multiple data sources when making summative decisions.



Intended Audience: Teacher Evaluators and Instructional Coaches

Format: Full Day (In-person) at \$4,500 or Half-Day (Virtual) at \$2,250

Availability: Beginning in Mid-August

Teacher Performance Evaluation System Teacher Orientation



This workshop provides teachers with an overview of the VDOE Teacher Performance Evaluation System. This workshop includes an introduction to all eight teacher evaluation standards, including artifacts to support teachers' understanding of the new *Standard 6: Culturally Responsive Teaching and Equitable Practices*.

Intended Audience: Teachers

Format: Virtual (1.5 hours) at \$2,000 per School

Availability: Beginning in Late August

Principal Performance Evaluation System Orientation

This workshop provides principals and their evaluators with the tools to adapt and implement the VDOE Principal Performance Evaluation System. This workshop features application of research-based evaluation tools through hands-on activities, including resources to support the implementation of the new *Standard 6: Culturally Responsive and Equitable School Leadership*, as well as using multiple data sources when making summative decisions.



Intended Audience: Principals, Assistant Principals, Supervisors, & Evaluators

Format: Full Day (In-Person) at \$4,500

Availability: Beginning in Mid-September

Goal Setting for Student Achievement



This workshop helps teachers set goals specifically geared toward improving student growth. Participants use hands-on activities to determine potential measures of student progress, practice writing and evaluating goal statements, and discuss leadership and management strategies.

Intended Audience: Teachers, Evaluators, & Instructional Coaches

Format: Virtual (1.5 hours) at \$2,000 per School or Division Team

Availability: Beginning in Late August

Making Summative Decisions/Inter-rater Reliability

This simulation-based workshop features the use of multiple data sources in making summative evaluation decisions for teachers. Using video demonstration lessons, observational records, student survey results, and artifacts, participants focus on building inter-rater reliability in summative decision-making.



Intended Audience: Evaluators and Instructional Coaches

Format: Half-Day (Virtual) at \$2,250 per School or Division Team

Availability: Beginning in January

Using Formative Feedback to Support Teacher Growth



Participants learn about “good” evidence and why it is crucial to feedback, what makes feedback effective, the importance of reflective conversations, and how to conduct feedback conferences that work for both administrator and teacher. Classroom videos highlight key points and allow participants to practice the process of “What did you see?” and “What would you say?”

Intended Audience: Evaluators and Instructional Coaches

Format: Full Day (In-Person) at \$4,500

Availability: November-December

Virginia Video Simulation Library

The Stronge Virginia Teacher Effectiveness Video Simulation Library is a new product containing a set of 12 authentic classroom videos from various grade levels and content areas. With each video, Stronge & Associates has included related teacher and/or student artifacts, as together, they represent the material of real teaching, therefore, increasing the utility of the videos for purposes of professional development, evaluation, and other instructional improvement activities in your school. The Stronge & Associates team has carefully edited these full-lesson videos to 15-25 minutes in length and typically have provided 6-11 artifacts per teacher, including previous classroom observation results. Captioning has been used to explain what took place in the class where video segments have been abbreviated. The videos and associated artifacts depict teachers at various levels of effectiveness (highly effective, effective, approaching effective, and ineffective). Some videos are intended to provide exemplary examples while others show teachers in need of improvement. Each video simulation includes master ratings of each performance standard with supporting rationales.



Video Library Uses

Schools may use these videos and associated artifacts (simulations) for a variety of purposes, such as those listed below.

- **Professional development for teachers:** These simulations can be used in a multitude of ways to provide professional development for teachers. For example, administrators can pick one area of focus (e.g., differentiation, quality questioning, classroom management). During a staff meeting, teachers can watch the video for examples of what the teacher is doing well regarding the focus area or ways in which the teacher might improve. Similarly, they can use the artifacts as a basis for a discussion on the importance of teacher reflection or to provide ideas of ways teachers can demonstrate quality work outside of an observation.
- **Discussion starters for professional learning communities:** Like their potential use in staff meetings, videos also can be used in Professional Learning Communities (PLCs) to discuss certain behaviors demonstrated in the lesson. Likewise, teachers can look through the artifacts to determine whether they provide quality evidence and/or how the artifacts might be improved.
- **Evaluation training for administrators and teachers:** Administrators can use the videos and associated artifacts to hone their evaluation skills. By practicing collecting evidence, giving summative ratings based on the evaluation protocol (i.e., performance standards, indicators, and rubrics), and comparing evidence and ratings, administrators can become more familiar with their evaluation process and see specific examples of levels of performance that warrant different rating levels. Engaging in the process in a deliberate manner also can help raters to achieve inter-rater reliability. Administrators can then use the videos and artifacts to share with teachers the specifics of what they are looking for in the evaluation process.

Intended Audience: Teachers, Evaluators, & Instructional Coaches

Pricing: \$1200 for 4 videos with artifacts at school level (elementary, middle, or high)

Discount: A 35% discount will be applied if all schools in a division purchase

Availability: Available beginning November 15th

CONTACT US

For more information about school division training opportunities or the Virginia Video Simulation Library, please contact:

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Effectiveness is the goal.

Professional Development is merely the means. ©

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