



Your Virtual **PERA Coach**

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A publication created by the Performance Evaluation Advisory Council and the Illinois State Board of Education to guide you in implementing the *Performance Evaluation Reform Act*.

IN THIS ISSUE

[New State Prequalification Program](#)
[Statewide Calendar for Prequalification Training](#)
[Midpoint Data Review Conferences](#)
[Refining Observation Skills](#)
[Tell Us What You Think](#)
[Additional Resources](#)

Dear Illinois Educator,
Happy 2019! We hope everyone had an opportunity to take some time off during winter break to relax, reflect on how the school year has gone so far and to regroup and focus on the second half of the year. By now, most of you are probably reviewing data and student growth goals with your teachers and continuing on with conducting observations of professional practice.

In this issue, we will update you on the state's new prequalification process and revised format for evaluators. We will also provide you with suggested questions to use during mid-point review conversations with teachers. In addition, we will help you to hone your observation skills and review indicators to look for when observing questioning and discussion techniques.

If you didn't have an opportunity to complete the brief survey that was included in the previous issue of the PERA Coach, please take a few minutes to give us your feedback now. You can click on this [survey link](#) or use the link located near the end of this issue. Thank you in advance for taking the time to share your thoughts with us.

Sincerely,

The Performance Evaluation Advisory Council



Evaluator Prequalification Update

The New State Prequalification Program

Effective December 31, 2018, the Illinois State Board of Education (ISBE) ended its contract with Growth Through Learning, which had provided the state program to prequalify evaluators since 2012. The new state prequalification training program was developed over the last year under the auspices of the Performance Evaluation Advisory Council (PEAC). The new training program is available starting this month and has the following features:

- A face-to-face training experience that includes multiple opportunities for prospective evaluators to practice evaluator competencies, including an improved component on providing effective feedback to teachers through conferencing;
- Requirement of individual pre-work and learning prior to admittance to a two-day face-to-face training;
- A required post-training assessment of each individual's ability to meet state evaluator competencies, completed by the individual in person in front of the training's provider; and
- Involvement by representatives on PEAC from Chicago Public Schools, Illinois Association of Regional Superintendents of Schools, Illinois Principals Association, Illinois Association of School Administrators, Illinois Education Association and Illinois Federation of Teachers to develop the new program's structure and training content.

The new prequalification training is part of the state Administrative Academy structure. On December 14, 2018, ISBE/PEAC held a day-long train-the-trainer session to train presenters to provide this new teacher evaluator prequalification training. Prospective teacher evaluators will sign up for the new prequalification training through the Administrator Academy provider offering the training (local Regional Office of Education/Intermediate Service Center, Illinois Association of School Administrators, Illinois Principals Association, or Chicago Public Schools).

Use of a Statewide Calendar to Communicate Prequalification Training Dates

The new initial training for teacher evaluators (AA #2001) will be required for any person seeking approval to be an evaluator of teachers. Since the approval will come through the Administrator Academy process, it is important that prospective evaluators be informed of the availability of the academy (AA #2001).

To facilitate this process, a calendar will be maintained on the IARSS (Illinois Association of Regional Superintendents of Schools) website that will list all scheduled occurrences of AA #2001 across the state. The calendar can be found through this [link](#).

As each academy is scheduled, the agency providing credit will enter the academy into the calendar so that anyone in the state can register for the academy. The calendar will serve as an assistant to the "supply and demand" process in scheduling and delivering these required academies.

The IARSS website contains a tutorial of "How to Add Events to Calendar." The link is [here](#). Additionally, if you need assistance in accessing the calendar or adding items to the calendar, please feel free to contact PEAC member, [Dr. Mark Klaisner](#).



Mid-Point Data Review Conferences

How can evaluators help teachers during the mid-point data review?

During the mid-point data review, the evaluator can help teachers

- 1) identify the trends in the data and
- 2) point them towards ways of improving student results, so teachers meet their goals at the end of the year

3) determine why students perform the way they did so they can create an action plan to address these weaknesses

By continuing to ask teachers to think about "why" students performed the way they did, teachers can get to a root cause and improve instruction.

Do you want suggestions for questions to ask about student growth data and performance on assessments? Click [here](#) for a list of suggested questions.



Refining Your Observation Skills

It is important for evaluators, especially in districts with multiple evaluators, to continue to work on inter-rater reliability. School districts should schedule time for evaluators to engage in observation practice activities and to compare each other's evidence and ratings.

Evaluators should revisit the critical attributes, indicators and possible examples of each of the components found in the Danielson's Framework for Teaching or other research-based rubric used by the school district, to evaluate professional practice. Doing this will help to ensure that an evaluator's interpretation of the components remains consistent with the actual descriptions.

Domain 3 (Instruction) of the Danielson Framework for Teaching is a critical part of the framework. One of the components, **3b**, focuses on **Using Questioning and Discussion Techniques**. Do you know the three key elements and actions to look for when observing questioning and discussion in a classroom?

Click [here](#) for a review of indicators and "look-fors" in Component 3b.



Tell Us What You Think

Take a Quick Survey to Help Us

Please take a few minutes to answer a short survey to give us feedback about the Virtual PERA Coach. We want to know if we have helped you with implementation of the Performance Evaluation Reform Act and how we might be able to assist you in the future. Click [here](#) to take the survey.

Additional Resources

[Illinois State Board of Education Webpage - Educator Evaluations - PEAC web page](#) This site contains links to guidance documents, resources, and past PERA Coach Newsletters to help teachers, administrators, PERA Joint Committees, and School Boards implement the Performance Evaluation Reform Act.

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