



COLORADO
Department of Education

Engaging District Stakeholders: District Advisory Personnel Performance Evaluation (1338) Councils

Educator Effectiveness Professional Learning Series

2021

Preparing for this session



Before beginning this session, we recommend the following:

- Download session materials from CDE website:

<http://www.cde.state.co.us/educatoreffectiveness/trainingtools>

- Take advantage of opportunities to pause, reflect, and engage in exercises to deepen thinking.
- Plan to document questions, needs, or next steps that arise.
- Consider following up with your Regional Specialist.

Session Outcomes



- Deepen the understanding of the rules surrounding the requirement for 1338 Councils.
- Deepen the effectiveness of current 1338 Councils.

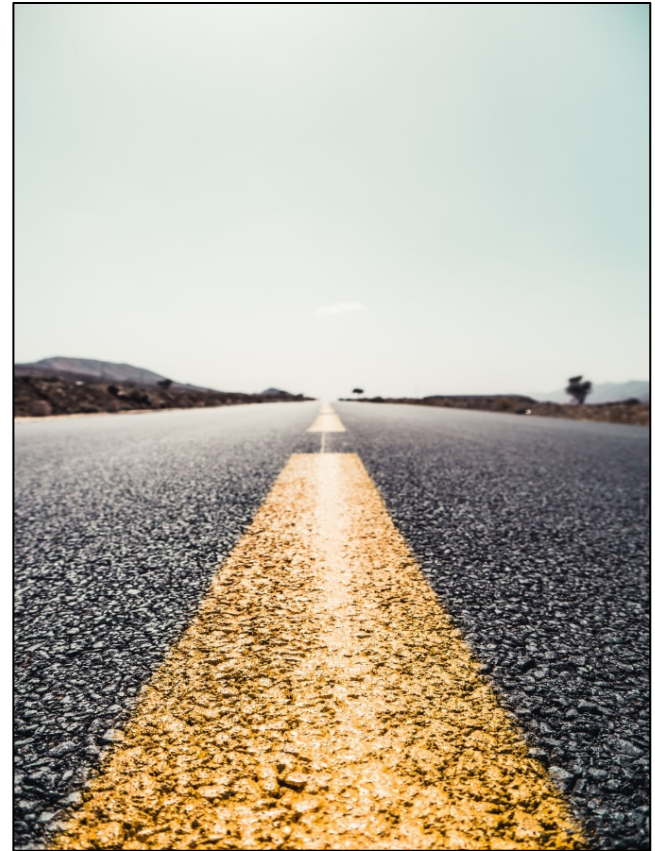


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What is a 1338 Council?

Advisory Personnel Performance Evaluation Council (also known as “1338 Council”)

State statute outlines that every school district and BOCES in Colorado shall have an advisory personnel performance evaluation council.

(C.R.S. 22-9-107)

State Board rule specifies that each school district and BOCES in Colorado must have an advisory personnel performance evaluation (1338) council to consult with the local school board as to the **fairness, effectiveness, credibility, and professional quality** of local evaluation systems, processes, procedures. (C.C.R. 5.02)

Who serves on 1338 Councils?

State board rule specifies that membership of district 1338 Councils must, at a minimum, consist of the following members appointed by the local school board:



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- One teacher
- One administrator
- One principal from the school district
- One school district resident who is a parent with a child attending a school within the district
- One school district resident who is not a parent with a child attending a school within the district

The role of 1338 Councils

1338 Councils were established to provide school boards with input & feedback around 4 key areas:

- **Fairness** of local evaluation systems
- **Effectiveness** of local evaluation systems
- **Credibility** of local evaluation systems
- **Professional** quality of local evaluation systems



Image source: Google

How can school districts meaningfully engage 1338 Councils throughout the school year in this work?



Fairness of Local Evaluation Systems



Fairness is defined as impartial and just treatment or behavior without favoritism or discrimination. It is:

- Perception-based
- Connected to individual and group experiences within the evaluation system
- Enacted through evaluation policies, practices and procedures
- Supported by having multiple voices/perspectives in system design
- Enhanced by shared understanding of evaluation criteria and reduction of bias

Considerations for 1338 Councils

When determining the **fairness** of local evaluation system:

- How does our evaluation process ensure fairness for all users?
- Who has a voice in decisions about our local evaluation system?
- What data or evidence exists that something is perceived as fair/unfair?
- What processes are in place to address concerns around fairness of our system?



Image source: Google



Best practices: Ensuring fairness of local system

- Membership of 1338 committee
- Inter-rater agreement among evaluators
- Bias training for evaluators
- Clear policies and procedures for evaluation supported by clear timelines for evaluation processes (e.g., observation schedules, deadlines for sharing evaluator rubrics)
- Communication
- Time given to evaluation process
- Teacher input in principal evaluations
- Locally developed appeals process

Pause and Reflect/Discuss



Consider the **fairness** of your local evaluation system based on the information shared thus far and discuss the following as a team:

- How do we already engage our 1338 Council in monitoring and supporting the fairness of our local evaluation system?
- How can we deepen engagement of our 1338 Council in monitoring and supporting the fairness of our local evaluation system?



Image source: Google



Effectiveness of Local Evaluation Systems



Effectiveness is defined as the degree to which something is successful in producing a desired result. It is:

- Characterized by efficiency and quality of local evaluation processes
- Connected to use of time and resources to support evaluation cycles
- Includes clear communication and shared understanding of local evaluation policies, procedures, and timelines
- Supported by ongoing collection and analysis of data
- Enhanced by ongoing training and support for evaluators

Considerations for 1338 Councils

When determining the **effectiveness** of local evaluation system:

- How are we ensuring the effectiveness of each component of our evaluation system?
- What data do we collect to monitor the effectiveness of our local evaluation system?
- What training/support do we provide to educators and evaluators?
- How does our local evaluation system align to/support other systems?



Image source: Google



Best practices: Ensuring effectiveness of local system

- Include multiple users with different roles in local evaluation system on 1338 Council
- Provide ongoing training and support for educators and evaluators around the evaluation cycle and process
- Clear communication of observation/feedback schedules (including number, frequency and length of observations)
- Clear communication of expectations and norms for using artifacts to support evaluation and resolve educator/evaluator disagreements
- Maintain ongoing collection and analysis of educator self-assessment and professional growth goal data to support educator growth and development
- Use peer evaluators or evaluator designees

Pause and Reflect/Discuss



Consider the **effectiveness** of your local evaluation system based on the information shared thus far and discuss the following as a team:

- How do we already engage our 1338 Council in monitoring and supporting the effectiveness of our local evaluation system?
- How can we deepen engagement of our 1338 Council in monitoring and supporting the effectiveness of our local evaluation system?



Credibility of Local Evaluation Systems



Credibility is defined as the quality of being trusted and believed in. It is:

- Based on sense of trust among educators and evaluations in local evaluation system
- Characterized by alignment of evaluation system to local values, priorities, district mission
- Supported by regular training for educators and evaluators
- Enhanced by ongoing engagement of key stakeholders

Considerations for 1338 Councils

When determining the **credibility** of local evaluation system:

- To what extent does our local evaluation system reflect our values, priorities, and mission as a district?
- What indicators of trust in our evaluation system are apparent in our educators?
- What training/support do we provide to educators and evaluators to enhance their skills in observation and feedback?
- How do we engage key stakeholders in decision making around our local evaluation system?



Image source: Google



Best practices: Ensuring credibility of local system



- Include highly trusted educators and administrators in membership of 1338 Council
- Provide annual orientation and follow-up training on local evaluation system to educators and evaluators
- Implement training and activities that support inter-rater agreement among evaluators in the local system
- Base selection of Measures of Student Learning/Outcomes (MSL/Os) components, weights, and success criteria on local priorities and needs
- Connect with CDE regional specialists and peers as to ask questions and deepen implementation of local evaluation practices

Pause and Reflect/Discuss



Consider the **credibility** of your local evaluation system based on the information shared thus far and discuss the following as a team:

- How do we already engage our 1338 Council in monitoring and supporting the credibility of our local evaluation system?
- How can we deepen engagement of our 1338 Council in monitoring and supporting the credibility of our local evaluation system?



Image source: Google



Professional Quality of Local Evaluation Systems



Professional Quality is defined as the degree to which individuals and systems adhere to standards of performance within a profession. It is:

- Based on adherence to legal guidelines as well as local policies and agreements around evaluation
- Supported by continuous assessment and updates of local policies and practices based on changes in state law or local policy
- Enhanced by ongoing change and development of local evaluation system in response to research, best practice, and changes in state and local policy

Considerations for 1338 Councils

When determining the **professional quality** of local evaluation system:

- How is quality defined in our district?
Does the evaluation system meet those attributes?
- Is our local evaluation system in full compliance with state law and local polices?
- What mechanisms are in place to ensure timely updates of our local evaluation system based on changes in state law or local policy?
- Do our evaluators and educators have access to up-to-date research and information on best-practices in evaluation?



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Best practices: Ensuring professional quality of local system

- Complete annual Educator Effectiveness (EE) Assurances through CDE
- Implement timely updates to local evaluation policies, handbooks, websites to ensure most up-to-date information is available to educators and evaluators
- Engage in ongoing assessment of local evaluation system and working with stakeholders to identify areas for improvement
- Provide and/or attend trainings and PLCs to support evaluator knowledge of research and best practices related to evaluation

Pause and Reflect/Discuss



Consider the **professional quality** of your local evaluation system based on the information shared thus far and discuss the following as a team:

- How do we already engage our 1338 Council in monitoring and supporting the professional quality of our local evaluation system?
- How can we deepen engagement of our 1338 Council in monitoring and supporting the professional quality of our local evaluation system?



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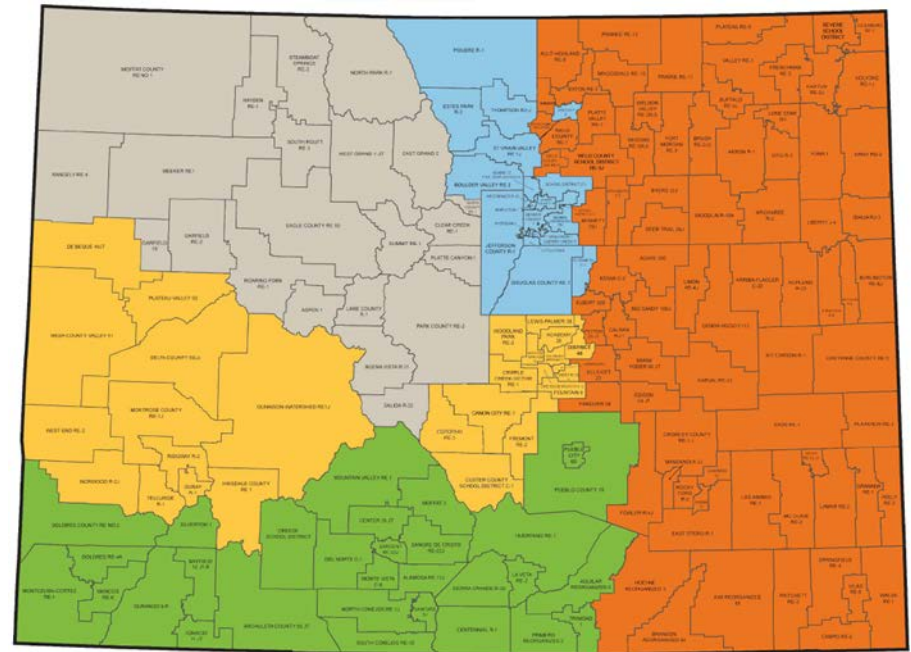
Supporting the work of 1338 Councils

- Use suggestions from the evaluation cycle and best practices timeline handout (e.g., Beginning, Middle, and End of Year) to think about how and when you discuss these topics with your council
- Schedule quarterly or monthly meetings with your 1338 Council to discuss your local educator evaluation system (best practice)
- Create a plan that considers the following:
 - What do we want to prioritize for discussion/input from our 1338 Council?
 - What checkpoints can we put in place with our 1338 Council to affirm there is fairness, effectiveness, credibility and professional quality in our local educator evaluation system?
 - How can we keep the conversation going and be proactive beyond our regular meetings?

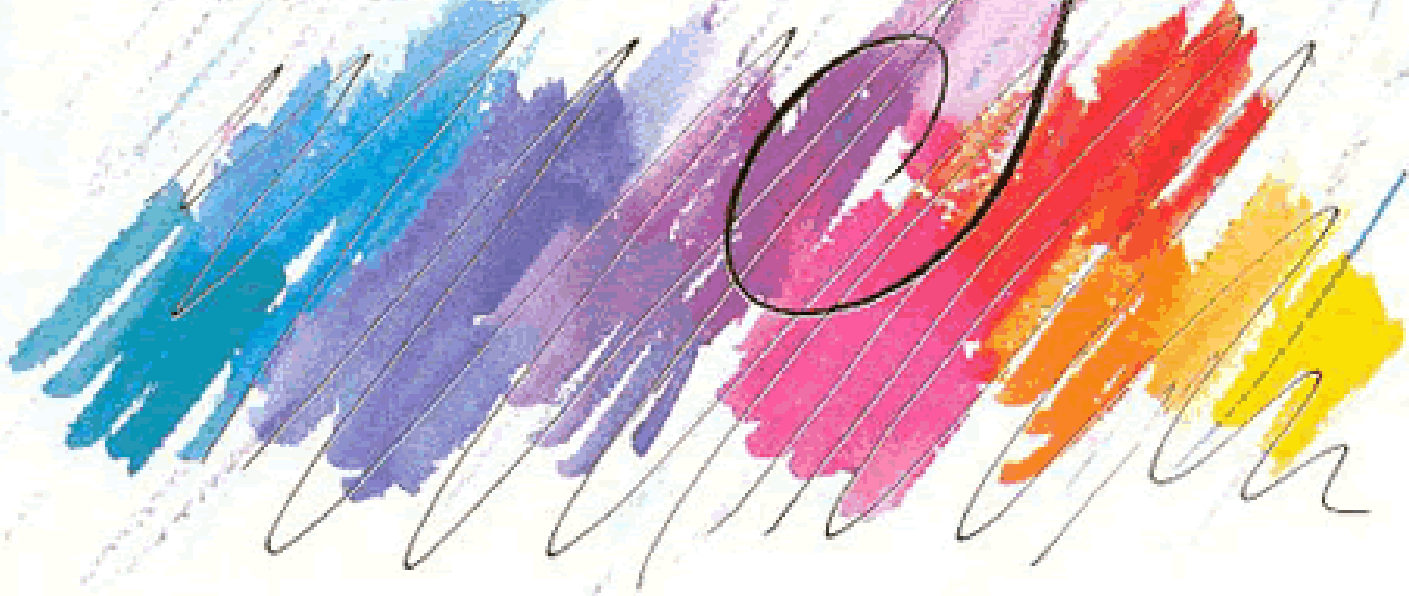


CDE Educator Effectiveness Regional Specialists

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Thank You!



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