ReVision Learning Presents…

What are Collegial Calibrations™?
ReVision Learning has created an on-going, job-embedded professional learning platform that allows administrators/evaluators within a district to:

- sharpen their observation skills and instructional eye in alignment with the selected teacher performance framework/rubric
- continue to refine the capacity of observers to collect and provide evidence-based, qualitative feedback
- support teacher improvement and professional growth by providing performance feedback that combines the perspectives of multiple observers

The facilitated process includes team-based classroom observations with a focus on continued calibration to the identified behaviors associated with the framework/rubric selected by the district as a part of their overall teacher evaluation plan. Participants will continue to develop proficiency with evidence collection methods and techniques. Reviews of results from the Collegial Calibration™ conversations will include a formal review of evidence collection against the *ReVision Learning Supervisory Continuum*™ to support on-going development for administrators/evaluators and to help satisfy typical state DOE requests for proficiency reviews of practice.

Suggested Design (Customized to District Need)
Administrators/Evaluators will be assigned to a subgroup. Each subgroup meets three (3) to six (6) times during the year to complete instructional reviews in various schools within the district.

Sample Subgroups:
1. High School Leadership Team/Evaluators
2. Middle School Leadership Team
3. Intermediate Administrator Team 1
4. Elementary Administrator Team 2

Sample Visit Agenda

First Hour	Administrators/Evaluators meet to discuss areas of existing discrepancy from previous reviews of practice. Specific behaviors from discrepancy areas will be identified and will provide the focus for the classroom visits.
Hour Two-Three	2 – 4 Classroom Observations
Hour Four	**LUNCH**
Hour Five	Administrators/Evaluators organize and connect evidence to the framework/rubric language. Groups discuss and collaboratively score indicators/domains.
Hour Six	Analyze data to identify strengths and opportunities for teacher growth
ReVision Learning staff reviews the qualitative evidence collected using the **ReVision Learning Supervisory Continuum™**. Feedback will be provided to each participant to help support his or her individualized development needs.	