

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 Collegial Calibrations™ will include a formal review of evidence collection against the *ReVision Learning Supervisory Continuum™* within the ReFLECT™ system to support on-going professional learning of evaluators.

General Full Day Agenda

Topic/Activity	Description
Pre-Brief (1 Hour)	During the first visit, the team will meet to review the process and the tools and resources to be used at each CC round. Subsequent rounds will focus on discrepancies in practice being identified by evaluators.
Observations and Debriefs (3-4 Hours w/lunch)	Participants complete multiple observations of classroom practice including interspersed debriefs of each observation with group. Debriefs include a critical analysis of teacher and student behavior against the CCT Rubric. This timeframe is customized to meet the district design and need.
Final Observation Report (1 Hour)	Time is provided for completing a formal report on the final observation that will be entered into the ReFLECT™ system and assessed against the <i>ReVision Learning Supervisory Continuum™</i>
Post CC Round	
ReVision Learning staff reviews the qualitative evidence collected using the <i>ReVision Learning Supervisory Continuum™</i> using the ReFLECT™ system to provide qualitative and quantitative feedback to each evaluator in support of his/her individualized development needs.	

District Preparation

Provide...

- an Excel spreadsheet with evaluator names and email addresses
- a PDF of the observation report that goes to teachers after an observation

Identify for each visit...

- The school and location for the Pre-Brief, the classrooms to be observed, and the Debrief.

We will also need...

- Wireless access for all participants is advised
- LCD projector and screen in Pre-Brief and Debrief areas
- Copies of Instructional Rubric