Effectiveness Project
A Project of CESA 6
A professional evaluation system based on the Stronge Evaluation model.

April 2013

Upcoming Trainings by CESA

Training Descriptions

TPES - Teacher Performance Evaluation System
Learning includes the qualities of effective teachers, the performance standards for teachers, the data sources that are collected in teacher evaluation, and how to document evidence of teacher practices. In addition, the training includes video simulations to practice the documentation of evidence in written and observable formats. The preponderance of evidence is the target for collecting data - for both the evaluator and the teacher.

ESPES - Educational Specialist Performance Evaluation System
The target of this training is to recognize that up to 25% of our professional staff that contribute to student success comes from a variety of staff members - Library Media Specialists, Technology Integration Teachers, Occupational Therapists, Physical Therapists, School Nurses, School Counselors, School Social Workers, and School Psychologists. While the standards of these professionals are the same, it is important to recognize the variety of contributions these staff members make to the overall education system in your district. The focus is on a parallel system of evaluation that recognizes the nuances of these positions and purposes.

MyLearningPlan OASYS℠
The electronic tool being used to house all of the information regarding observations, artifacts, survey data, pre and post observation conferences, and the summative evaluation is introduced in a part day session to familiarize administrators to the tool that will assist them in scheduling and completing the process for teacher, educational specialist, and school administrator evaluation. Simulations will be a part of this training to allow practice in a safe, skill-building atmosphere.

SAPES - School Administrator Professional Evaluation System
The focus of this training is twofold, with one being training a superintendent and central office personnel in the evaluation of principals and assistant principals and training principals in what comprises their evaluation system. Taking a specific look at the impact and influence of principals on student achievement is a cornerstone of this training. In addition, the system is overviewed, the standards are introduced, and data sources for the evaluator and school administrator are discussed and further developed. At the end of this training, time is allowed for districts to discuss plans for implementation of all the systems back in the district.

Formative Calibration
This workshop is a midpoint check in the system after a few months of use. Are evaluators giving formative feedback that is useful and specific to teachers, educational specialists, and school administrators? What format should this feedback contain? Are evaluators using phrases such as "as evidenced by" or "observed through"? This allows evaluators to calibrate within the district as well.

Summative Calibration
This workshop is in preparation to complete the summative ratings on the rubric. Is a preponderance of evidence influencing the rubric rating? Is there evidence to support your comments? Are you prepared to recommend dismissal, continuing employment, or an improvement plan? This is the training that brings the previous learning together to allow you to make sound decisions as an evaluator.

EPIC Training - Evaluation Project Implementation Coaches
EPICs are an important component of the Effectiveness Project as it is implemented in your district. Local administrators most often serve as EPICs and attend up to 4 trainings during the school year to learn more about calibration, coaching techniques, and MyLearningPlan OASYS tips. If your district does not have the availability of an EPIC, a fee for service arrangement may be made with your local CESA to provide an EPIC to assist you in implementation activities.

50/50 and Student Learning Objectives
The state of Wisconsin has a 50/50 model of teacher evaluation, meaning that student achievement linked to teacher, educational specialists, and school administrators scores will happen as part of the system of evaluation. MyLearningPlan OASYS will allow for these scores to be brought into the system from state data banks or the use of Student Learning Objectives so that teachers, educational specialists, and school administrators are held accountable for the achievement of the students they are assigned to work with. This training will show evaluators how this joint information will be used within the system and the impact of student achievement tied to professional performance.

CESA 2	Date	Training
Janesville	4/25/13	TPES
Janesville	5/2/13	TPES/ESPES
Janesville	6/13/13	OASYS
Janesville	6/13/13	SAPES
Whitewater	6/11	TPES
Whitewater	6/12	TPES/ESPES
Whitewater	6/25	OASYS
Whitewater	6/25	SAPES

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CESA 3	Date	Training
Fennimore	6/13/13	TPES
Fennimore	6/14/13	TPES/ESPES
Fennimore	6/24/13	OASYS
Fennimore	6/24/13	SAPES
Fennimore	8/28-8/29/13	SLO

CESA 3 Contacts:
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Joe Price: jprice@cesa3.k12.wi.us, 608-822-2148

CESA 4	Date	Training
West Salem	5/1/13 PM only	Summative - T/ES
West Salem	5/2/13 PM only	Summative - SA
West Salem	8/12/13	TPES
West Salem	8/13/13	TPES/ESPES
West Salem	8/14/13	OASYS
West Salem	8/14/13	SAPES
West Salem	8/19-8/21/13	50/50

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Billie Finco: bfinco@cesa4.k12.wi.us, 608-786-4800

CESA 5	Date	Training
Portage	7/10/13	TPES
Portage	7/11/13	TPES/ESPES
Portage	7/12/13	OASYS
Portage	7/12/13	SAPES

CESA 5 Contacts:
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Kathryn Richardson: richardsonk@cesa5.org, 608-742-8811

CESA 6	Date	Training
Oshkosh	6/17/13	TPES
Oshkosh	6/18/13	TPES/ESPES
Oshkosh	6/24/13	OASYS
Oshkosh	6/24/13	SAPES
Oshkosh	6/25/13	50/50
Oshkosh	6/26/13	50/50 OASYS

The following training will be given in multiple Oshkosh locations with varying formats of days and dates. More information will be coming in May.

CESA 6	Date	Training
Oshkosh	8/5/13	TPES
Oshkosh	8/6/13	TPES/ESPES
Oshkosh	8/7/13	OASYS
Oshkosh	8/8/13	SAPES
Oshkosh	8/5-8/9/13	50/50
Oshkosh	8/5-8/8/13	SLO Development

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CESA 7	Date	Training
GB	7/30/13	TPES
GB	7/31/13	TPES/ESPES
GB	8/1/13	OASYS
GB	8/1/13	SAPES
GB	8/14-8/15/13	SLO

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Darlene Godfrey: dgodfrey@cesa6.org, 715-250-4477

CESA 9	Date	Training
Wausau	6/17/13	TPES
Wausau	6/18/13	TPES/ESPES
Minocqua	6/20-6/21/13	TPES
Tomahawk	5/29/13	OASYS

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CESA 11	Date	Training
Turtle Lake	5/3/13	TPES
Turtle Lake	5/8/13	TPES/ESPES
Turtle Lake	5/9/13	OASYS
Turtle Lake	5/9/13	SAPES
Turtle Lake	5/7/13	Summative - T/ES

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Maija Alexandrou: maija@cesa12.org, 715-682-2363

CESA 12	Date	Training
Ashland	7/15/13	TPES
Ashland	7/16/13	TPES/ESPES
Ashland	7/17/13	OASYS
Ashland	7/17/13`	SAPES
Ashland	7/18/13	50/50
Ashland	7/19/13	50/50 OASYS

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