

SUPPORTING a Fair & Consistent Evaluation System

Overview of the Online Inter-rater Agreement Training System

Senate Bill 10-191 (S.B. 10-191) was passed in 2010 changing the way both principals and teachers are supported and evaluated in Colorado with the ultimate goal of accelerating student results. To support a fair and consistent educator evaluation system, the Colorado Department of Education (CDE) is developing tools to promote common interpretations of teacher quality and help evaluators provide useful and actionable feedback to educators. One such tool is an online inter-rater agreement training system that is being developed in partnership with My Learning Plan.

What is inter-rater agreement?

Inter-rater agreement is the extent to which two or more evaluators, using the same evaluation tool, give the same rating to an identical observable situation, such as a classroom lesson or a video. It is a measure of consistency to support fair evaluations from evaluators.

What is the online inter-rater agreement training system's purpose?

An important component of a rigorous educator evaluation system is observing an educator's professional practice with a rubric or other rating tool. Because S.B. 10-191 requires observation data to be considered in an educator's annual evaluation, developers of educator evaluation systems must ensure that evaluators' ratings are fair and consistent. The online inter-rater agreement training system will use classroom instruction videos to help train evaluators to calibrate their ratings with each other and/or expert ratings to build consistency in evaluation ratings and enhance inter-rater agreement.

How will the online training system work?

CDE's online inter-rater agreement training system will allow evaluators to log onto a website, view a number of short videos of practicing teachers, rate those videos according to the Colorado State Model Evaluation System rubric and receive a score that shows how close they are to rating the videos in accordance with "master scorer" ratings. Educators who receive scores within an approved range will know they

Timeline

May 2013

- Application process and selection of master scorers

July 2013

- Master scorers will meet to develop master scorer ratings

August 2013

- Initial module ready for evaluator training (intends to include five, short videos)

September 2013-April 2014

- Development of teaching cases (multiple videos that show observations of the same teacher over time along with high-quality artifacts to mirror the model system evaluation cycle)
- Development of video clips that show observable, teacher professional practices
- More cases will be added online as available

May-July 2014

- Complete first set of "master scored" teaching case studies

August 2014

- Modules ready for trainers and calibration / certification of teacher evaluators
- Professional development modules for teacher professional practices available

are evaluating professionals within an acceptable, comparable and fair manner.

Who are the master scorers?

Master scorers are Colorado educators who have completed CDE's training on the Colorado State Model Evaluation System and have experience using the teacher rubric to evaluate teachers on the statewide Quality Standards. A review panel comprised of CDE personnel as well as experts in the field chose the master scorers in May 2013. The goal was to bring together a group with varied teaching and supervision experience, expertise in a variety of content areas and experience in rural and urban school districts.

How can districts use the online inter-rater agreement training system?

When complete, the online inter-rater agreement training system will be a free tool for districts to use. It will allow evaluators to complete self-guided inter-rater agreement training modules, including (but not limited to) watching videos of practicing educators, scoring portions of the Colorado State Model Evaluation System rubric, getting feedback on inter-rater agreement, seeing examples of high quality artifacts and watching examples of teaching. In addition, this tool will support evaluator training programs meet the expectations of inter-rater agreement training.

What's next?

CDE is currently building the online inter-rater agreement training system, a robust system of online modules that schools and districts can use for calibration and certification of their evaluators. The system will include a variety of teaching cases of master scored videos and artifacts that can be used to measure inter-rater agreement on the state model rubrics. The first set of videos will be available in August 2013. Over time, CDE intends to include examples of teaching at elementary, middle and high school levels and in a variety of content areas that show examples of all observable practices in the teacher evaluation rubric.

Where can I learn more?

- To learn more about the Colorado State Model Evaluation System, visit www.cde.state.co.us/EducatorEffectiveness/StateModelEvaluationSystem.asp

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