

**SAMPLE LANGUAGE**

**SECTION 8.**

**TRAINING FOR ALL EDUCATORS**

The educators in CEA Public Schools believe that any evaluation system is only as good as its implementation. The most important factor in sound implementation is the training that all those who use the system receive. Therefore, training will be provided to all educators as follows:

<b>Training component</b>		<b>Evaluators</b>	<b>Teachers</b>
1.	Understanding teaching standards	6-8 hours	6-8 hours
2.	Using data to determine learning needs & write student goals and select indicators of growth & development	4 hours	3-4 hours
3.	Classroom observation data collection methods	10 hours	2 hours
4.	Examining, analyzing, & synthesizing data from multiple sources	5 hours	3-5 hours
5.	Using Peer Collaborative Feedback processes	2 hours	2 hours
6.	Making judgments from a holistic perspective	5 hours	2 hours
7.	Conferencing & giving feedback	4-6 hours	2 hours
8.	Developing professional learning plans	3 hours	3 hours
<b>TOTAL HOURS</b>		<b>39-43 hours</b>	<b>23-28 hours</b>

Training will be designed in modules. For evaluators, training will begin during the summer before the new evaluation system is implemented, and continue during the year; each module will include a proficiency demonstration that must be successfully completed. Evaluators must complete Modules 1, 2, 3, & 7 prior to beginning the evaluation process with teachers, and Modules 4, 5, 6, & 8 before conducting formal or informal observations or reviews of practice.

Training for teachers will be offered on a flexible schedule, with sessions during the summer, on district professional development days during the first year of implementation, and after school hours. Teachers will be required to complete Modules 1, 2, 4, and 8; participation in other modules will be voluntary, or as required for a specific professional role as outlined on page 23. Teachers will be compensated for attending training during the summer and after school hours, as agreed to with the local bargaining unit.

The PDEC intention is to develop a cadre of teachers and administrators who will conduct training within the district on an ongoing basis. The details of how this will come about will be decided as the committee begins to plan implementation.